

Perspective



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- **Officer Retention**
- **Countdown to Memphis Move**

***Forward from the Sea:
Anytime, Anywhere***



The First Word ...

Ⓜ CHIEF OF NAVAL PERSONNEL (CNP)

Addressing Issues of URL Officer Retention

In my first *Perspective* column, I wrote that retention—particularly in the unrestricted line officer (URL) community—was one of our top concerns and priorities. Today, this remains a challenge and it is absolutely critical that we improve near-term URL retention in order to meet our Navy's future fleet requirements.

While officer retention is often cyclic and driven by external economic conditions, the current situation is fundamentally different from any other time in recent history. As we approach a steady state force (by the end of FY99), this will be the first stable Navy manning period since inception of the all-volunteer force. As the term "all-volunteer force" suggests, officers can volunteer to serve the Navy, but just as easily, they can volunteer for career opportunities elsewhere. We fully recognize this at BUPERS and are changing how we do business from an approach with emphasis on downsizing to one that emphasizes retention and quality of life.

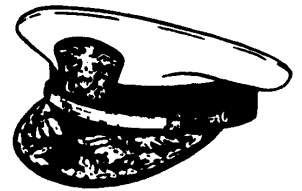
Senior Navy leadership has long recognized the importance of taking care of Sailors and their families and directed early in this fiscal year that we shift funding from other Navy accounts and apply it to fully funding the Navy manpower and personnel (MPN) account. With Congressional approval, we should have a fully-funded MPN account by year's end. What does this mean for the fleet? The days of delayed promotions, bonuses, and PCS moves due to shortage of funds near the end of the fiscal year should soon be history. The FY99 Navy budget has been submitted by the President to Congress with the MPN account fully-funded and we are currently working to achieve the same for FY00 and beyond.

This is part of an evolving culture in the Navy personnel business—a culture that values keeping our word, providing varied career choices, and allowing Sailors more opportunity for increased family stability.

We also continue efforts to implement several important new initiatives. For example, there has been recent interest to increase funding in operations and maintenance accounts to better support Sailors on operational tours. In addition, Navy is spearheading efforts to persuade the other services and DOD to support, and endorse, a legislative proposal that will allow military personnel to voluntarily redirect up to five percent of their base pay into a tax-deferred, long-term savings plan similar to the plan offered to most other government employees.

We are also examining non-traditional proposals such as providing a "targeted" across-the-board incentive pay for URL officers in an effort to address this retention issue. While I can make no promises that these initiatives will become reality, they are examples of what your Navy leaders are trying to do to improve retention and quality of life, both in your personal and professional lives.

In the 18 months since my first column, I have attended many all hands calls and read many studies, reports, and articles in professional journals discussing several different perspectives on retention concerns. We are listening here in Washington and working to provide the tools necessary for officers to make informed, thoughtful retention decisions. As we manage our fully-funded manpower account in Washington, commanding officers in the fleet will ultimately set the tone and command climate for retention efforts and provide the mentoring assistance that will directly influence final retention decisions. While the decision to make the Navy a career is a personal one, officers contemplating staying Navy can count on there always being exciting and abundant opportunities to lead, to promote, and to complete challenging and rewarding careers.



A stylized, handwritten signature in black ink, reading "D. T. Oliver".

D. T. Oliver
Vice Admiral, U.S. Navy



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Art Credit (cover): A Landing Craft Air Cushion (LCAC) from Assault Craft Unit Five "flies" off the coast of Camp Pendleton, CA. U.S. Navy photo by PH2 Degner.	

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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FROM THE HEAD DETAILER

○ RADM JIM MASLOWSKI

We're now in phase 1 of our move to Millington, and the Bureau is going through a whirlwind of change as new people arrive and incumbents depart. Through it all, our goal is to maintain continuity of service to all constituents. Before I go into more detail about the move, I want to expand on previous discussions about the Navy Manning Plan for Officers (NMP-O). In addition, I'll pass on the most recent developments on the PCS and TEMDUINS accounts.

NMP-O and Leakage. At any given time, there are approximately 3,500 officers who are not distributable. "Leakage" in the process comes in many forms, but is primarily due to such circumstances as excess students, turnovers, reorganizations and decommissionings, sea duty and shore duty excesses, and excess personnel in transient, patient, prisoners, and holdee status. The end result is gapped billets. BUPERS, through the use of the Navy Manning Plan-Officers (NMP-O) allocation tool, is able to manage the distributable shortfall by "fair-sharing" the available officers to the various shore duty commands throughout the Navy based upon CNO-prioritized goals. This is all done in an effort to maintain 100 percent manning of afloat commands, recruiting, OSD, SECNAV, JCS and Unified CINCs immediate staffs. Concomitantly, other shore commands and activities will experience manning levels of 85 to 95 percent.

Update on PCS and TEMDUINS funding. In this area we have some good news as well as uncertainty. The good news is that our efforts to "fix" the PCS account are being realized. Support from N8 to reprogram funds to meet our identified shortfall will result in nearly all scheduled PCS moves being executed during FY98. At the time of printing, the reprogramming package left OSD for Congress to be considered by the Appropriations, and House National Security and Senate Armed Services Committees. If all goes well we will be able to execute the majority of planned PCS moves and buy back some of the FY97 PCS "bow-wave" pushed into FY98 because of funding shortfalls last year. So, if your detailer previously indicated you might be a candidate for a move delayed into October 1998, there is a very good chance you'll be able to move this FY. Come on line with your detailer to determine your exact status.

Uncertainty exists regarding the TEMDUINS account, which funds en route training for PCS orders. Although we will be able to move most people this year to their next assignment, some moves will have reduced training pipelines en route. Execution factors surrounding this shortfall are: Leadership Continuum not meeting no-cost projections, infrastructure changes which required TEMDUINS vice no-cost (i.e., single siting the HS/HC FRS), and program changes with unfunded student costs (e.g., SWO division officer sequencing plan, stand up of the E-P3 Naval Training Support Unit). The officer portion of the TEMDUINS shortfall is currently about \$1.2M, and BUPERS is aggressively working with the N8 budget staff to get additional funding so that FY98 PCS travelers receive the en route training they need.

Millington Move Update. While this may not be on your front burner, it certainly is a major undertaking for us. By the time you read this column, our small advance party of detailers will be in place. The vast majority of people, however, are scheduled to move in the June-July time frame. In all, about 1400 military and civilian billets are moving to Millington. Of the personnel now onboard BUPERS approximately 670 will relocate, which means a turnover of over 46%. As you will soon realize, there will be some new voices on the other end of the line when you call to discuss your next assignment. The new phone numbers for Millington will be published in *Perspective* as soon as they are available. Those of you who choose to visit the new Navy Personnel Command (NPC) in the "Volunteer State," and I encourage you to do so, will find a totally renovated complex which supports our mission of providing quality service to the men and women who man the fleet.

J. Maslowski

Joint Picture

{PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343

Joint Duty Assignment List (JDAL) validation - what is all the commotion about? Unbeknownst to many of us, there are really two flavors of assignments at joint commands; those that get joint duty credit (flag and JSO requirement) and those that do not. As of the beginning of 1998 the Navy officer billet repository included about 2,000 JDAL coded billets, and over 14,500 non-JDAL billets at joint commands. The JDAL review board is a SECDEF sponsored board of flag and general officers chartered to review the JDAL coded billets with a fine-tooth comb to ensure those jobs that provide joint experience for our future JSOs and flag officers meet the requirements established by law and SECDEF policy.

To date, approximately 3,000 DoD-wide billets have been reviewed, including billets not presently on the JDAL. The result of which has been a selection/disapproval of JDAL coding for a majority of these billets. The net effect on the Navy has been a reduction of approximately 20% of the JDAL billets that have been reviewed so far. This poses some interesting challenges for all of us. It means there are fewer (read "more competitive") billets in which to put our best and brightest in order to get them the requisite training that future flag officers must have. It also means that there are fewer places to put officers in order for them to gain a qualifying joint tour to meet the eligibility requirements

for JSO selection. On the positive side, the Navy (not unlike our sister services) has never filled all of our JDAL jobs to 100%, so there is some room to flex.

What does a smaller JDAL mean in the long run? Well, it means that the detailer/placement officers will have to get those of you who will be our future leaders into one of these JDAL billets at the first opportunity possible, and not wait until later in your career hoping that you will have room in your track to kill 2-3 years. If you couple the joint tour with some war college and/or Armed Forces Staff College (possibly adding another 1.4 years to your "out of designator" time), you could easily run up a 5 year joint sabbatical. The key is to talk to your detailer early enough (when you enter the O-4 realm), or call us, and we will gladly discuss options which might be available for you.

The Joint Duty Assignment List on BUPERS Access

The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

1. Login to BUPERS Access (Do so using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. The next time you log in (24 hours min) you will have full access.
2. Select (1) for Detailers
3. Select (1) for JDAL

LCDR Alan Grace, N123J/N13J

Education Picture

{PERS-440}: DSN 224-3321; (703) 614-3321; fax (703) 614-4047

Graduate Education Opportunities

Over 500 seats are available in fully funded graduate education programs during FY98. Detailers have already begun reserving seats for the

entire year through September 1998. As seats at NPS become more competitive, vacancies will fill quickly so contact your detailer now.

Academic profile codes have recently been updated, including YG95 officers. If you want to determine what yours is, check block 47 on your Officer Data Card (ODC). If block 47 is empty, you probably do not have one entered in your record. In this case, you can contact the NPS admissions office at DSN 878-3093 to find out why. The admissions office may have never received your undergraduate transcripts. Or, if your APC was only recently determined, officers in YG96 & 97, this information is still

being processed and may not be reflected in your record.

Your detailer has a list of the curricula open to your community. By calling the admissions office at the number above, NPS will provide you (or your wardroom) with a current catalog upon request. You can also visit their Internet site at <http://www.nps.navy.mil>.

Tour lengths vary between curricula. Non-technical curricula average between 15 and 24 months. Engineering curricula normally require 24 to 27 months. NPS can offer master's degrees in as little as a year, if you stay with your undergraduate major.

Correction

Note 3 on pg 10 of the Jan-Feb 98 "Career Issue" should read: the **National War College** awards a Master's degree in National Security Strategy. **ICAF** awards a Master of Science degree in National Resource Strategy. **Both degrees are accredited.**

Remember... not all fully funded master's degrees are available through NPS. Degrees in Education and Training Management, Chemistry, and Naval

Construction are just some of the curricula offered by civilian universities. Call your detailer to find out about those graduate education quotas currently available. r

Foreign Area Officer (FAO) Picture

(PERS-442C): DSN 224-8482; commercial (703) 614-8482

Attention officers who are interested in foreign languages, national security affairs, and overseas assignments the FAO Program offers exciting opportunities to broaden your naval career. The Navy FAO Homepage (<http://www.inpo.navy.mil/fao>) provides information about the program and application procedures. The next FAO selection board is scheduled for November 1998 and applications are due by 14 September. Below are some of the FAO billets that are currently available. The proposed fill dates include all of the prerequisite training for each billet. Please contact LT Druckenmiller at DSN 224-8482 or commercial (703) 614-8482 early so we can work with your community detailers to give you the best opportunity for a rewarding FAO tour.

Fill Date	Command	Billet	Rank	Desig	Lang/Subspc/AQD
Africa / Middle East / South Asia Region					
199806	OMC CAIRO EGYPT	CH NAVY SEC	CDR	1110	Arabic/JD1
199807	COMUSNAVCENT	STF OPS & PLANS	LCDR	1110	
199807	NIPO FMS	INTNL AFF/INTL PGM SPEC	LCDR	1000	
199808	HQUNC HQROKUSCFC	STAFF OFFICER	LCDR	1000	JD1
199810	OFFUSDEFREP PAKISTAN	PROGS/EXER OFF	LCDR	1050	JD1
199901	USCINCEUR	INTL AFF OFF	CDR	1050	0021Q/JD2
Far East / Pacific Region					
199806	JICPAC	OPSDIR	CAPT	1630	JD2
199808	NIPO FMS	INTNL AFF/INTL PGM SPEC	CDR	1000	0022S
199810	COM NAVFOR KOREA	ACSO STAFF PLANS N3/5	CDR	1000	
199810	HQUNC HQROKUSCFC	PLNS	LCDR	1110	JD1
199811	HQUNC HQROKUSCFC	CH NAV ANAL	LCDR	1630	Korean/JD1
199904	USCINCPAC	POLICY & PLANS OFFICER	CDR	1000	JD1
Western Hemisphere Region					
199805	NIPO FMS	INTNL AFF/REG DIRECTOR	CAPT	1050	0023R
199806	INTERAMER DEF BD	STAFF MEMBER	CAPT	1000	Spanish/JD1
199807	USCINCSO	VICE DIR	CAPT	1630	JD2
199809	OPNAV	INTNL AFF/CENTRAL AMERICA	LCDR	1310	0023Q
199810	US MILGRP CHILE	NAVY/MC REP	CDR	1050	Spanish/JD1
199810	US MILGRP HONDURAS	NAVY PRGM MANAGER	CDR	1110	Spanish/JD1
Europe / Eurasia Region					
Vacant	ODC PORTUGAL	CHIEF, ODC PORTUGAL	CAPT	1000	Portuguese/JD1
199804	USCINCEUR	STF PLNS OFF	LCDR	1050	JD1
199808	NAVSUPACT LAMAD	XO SHR ACT	CDR	1050	Italian/0020R
199808	USCINCEUR	INTL AFF OFF 524	CDR	1000	0024Q/JD1
199812	OPNAV	INTNL AFFAIRS N524	CDR	1000	0024P
199901	USCINCEUR	COUNTRY DESK	CDR	1000	JD1

Attache Opportunities. Want a "non-traditional" Navy assignment overseas? By serving as an attache, you'll be stationed overseas at a U.S. Embassy and represent the U.S. Navy to your host country. All attache assignments are joint duty, and many require learning a foreign language. **All foreign language and attache training is conducted in the Washington, DC area.** Most attache assignments require O-6 or O-5 fills, and some are designated C-12 flying billets. Billets due to start training soon are listed to the left. For information about these and other attache opportunities, contact CDR Steve Workman, Attache Placement (PERS-4411C), at (703)-614-3072.

Country	Billet	Desig-Rank	Lang.	Training/On Station
Egypt (C-12)	NATT	1310-CAPT	Arabic	ASAP / 9806
India	NATT	1050-CAPT	N/A	ASAP / 9807
Qatar	DATT	1050-CDR	Arabic	9806 / 9910
Colombia (C-12)	NATT	1310-CDR	Spanish	9806 / 9904
Philippines (C-12)	NATT	1310-CAPT	Tagalog	9808 / 9906
Pakistan (C-12)	NATT	1310-CAPT	N/A	9901 / 9906
Turkey (C-12)	NATT	1310-CAPT	Turkish	9901 / 0008

Flag Aide Placement

My name is Jim Jackson, and I am the new Flag Aide Placement Officer, PERS-44A. The purpose of this note is to reiterate for those individuals with an outstanding record and the desire to serve in high visibility positions of trust, of the opportunities both at sea and ashore. The positions of Flag Lieutenant and Flag Secretary expose those individuals selected to the highest levels of decision making and provide professional and personal growth which traditionally grooms those officers for greater responsibilities in both the Navy and Joint arenas. Below are listed some of the forecasted vacancies which will occur between May and August 1998. Due to the dynamics of the Flag Officer community, these positions are routinely detailed from 30 to 60 days in advance. If you are interested, talk to your detailer about the possibility. If you would like to know

Continued on pg 21

Surface Picture



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

○ Captain's Corner

Greetings from the new guy on the other end of the phone! I relieved RADM(sel) Pete Marzluff last Christmas Eve and am very excited to be in the job. I served most recently as the Chief of Staff at COMNAVSURFPAC and as Commanding Officer in USS ANTIETAM (CG 54).

By the time you read this article, both the CDR Command Screening and Slating Boards will have been completed. These boards were held in late January and early February, respectively. Another 87 officers were screened for command and the Slating Board picked the 80 best qualified officers from the total bank of 112 for slating to ships this calendar year. Notably, 17 of the 25 officers who remained in the bank after last year's Slating Board were slated to Command at Sea.

Hearty congratulations to all the newly screened officers! The competition, as always, was extremely keen. Because of factors like DOPMA grade relief and additional ship decommissionings, we will need to conduct another Slating board next year. After that, we expect to "screen to requirements" and will be returning to the single CDR Command Screening board in the year 2000. This process continues to be painful but it's working. The command bank will be scrupulously managed to get these officers into command as quickly as possible ... our community leadership is firmly committed to that end.

Also in January, I briefed the Surface Warfare Flag Officer's Conference (SWFOC) on the state of our community. For the most part, we're "staying the course," with the exception of some "fine tuning" of the Division Officer and Department Head Sequencing Plans which was endorsed by last falls' Surface Warfare Commander's Conference (SWCC). Overall, the SWO community is getting healthier on a daily basis.

One word on "mentoring" and the detailing process. The FITREP/EVAL system gives us a clear mandate on the mentoring of our junior people, both Officer and Sailor. Our role as leaders is to assist our junior Officers and Sailors with identifying their strengths and weaknesses ... weaknesses so they can be corrected, and strengths so that they can be capitalized

upon in increasing readiness. The end result of good, honest mentoring will be stronger, more confident and capable leaders in our community. Our detailing process may appear to be confusing and less personal than it really is. I encourage you, as commanding officers, to discuss with your wardrooms, chief's mess, and entire crew how the system is designed to work, both for the individual and for the needs of the Navy. I've only been here for a short time, but already I sense frustration on the part of our junior people when they're negotiating orders. I well know it is frustrating at times, especially while deployed, so please use every possible means of communicating with the detailers: e-mail, phone, fax, or send us a message. Good comms are key.



We also would like to wish a fond farewell to CDR Jim Clark PERS-410, who has moved up to the fourth deck to assume duties as Washington Placement (PERS-441), CDR Mark Woolley, outgoing PERS-410A, who is rolling out to command USS KINKAID, DD 965, and LCDR Tom Negus, from the PERS-412 shop who is off to command an MCM, in Ingleside, Texas. A hearty welcome aboard to CDR Jay MacKercher, fresh from command of USS ESTOCIN, FFG 15, who is our new Head, Surface Commander Assignments Branch, PERS-410.

Sail safe.

CAPT W. E. Doud
Director, Surface Officer Distribution Division (PERS-41)
e-mail p41@bupers.navy.mil

○ Surface CDR {PERS-410}



Mark Woolley has moved on to start his pipeline heading for USS KINKAID and I moved over from CruDesLant Placement in early December. I spent much of the time since then preparing for and executing the CDR Command Screening and Slating Boards. I have had many questions posed to me about the Boards and the selection process and will try to explain

the process, addressing many of the questions I have received on the subject.

Eligible officers receive four looks for CDR Command: 10%, 40%, 30% and 20%. The first look is the year they are *projected* to be below zone for CDR. This means that most officers get half their looks before being selected for CDR, a fact which is a little difficult to accept since we used to start the screening process after selection to CDR. However, this is not all that radical a concept since historically, the predominant factor in assessing an officer's record has been department head performance. This factor also makes it unnecessary for an officer to be in his or her XO ride to be screened or to have completed the Command Qualification process. To be eligible for CDR Command selection, an officer must be XO screened, not in his or her XO ride. Officers who are not screened for XO will not be looked at. (All XOs and PXOs should review the Command Qual instruction to be sure they complete all requirements before the finish their XO ride.)

Opportunity for selection is 45% over four looks. This means that if a group is comprised of 100 officers, 45 will be screened for CDR Command over the four looks. Ten percent of this 45 will be selected on the first look, 40% on the second, 30% on the third and 20% on the fourth look.

Officers go through the CDR Command screening process in distinct groups. Each group is reviewed separately and officers compete for selection only within their group. When selection for CDR was the criteria for an officer to enter the CDR Command screening process, Promotion Year Groups (PG) were used. When the process shifted to the new system, Screening Groups (SG) evolved. Because the 10% early look is before the below zone look for CDR, Screening Groups are a function of the zone projection two years out. Although the promotion zone may change after officers have started the process, they remain in the same Screening Group in which they started the process. This ensures that everyone receives the same opportunity for selection. Although officers who are deep selected move to different Promotion Year Groups, they do not jump Screening Groups, ensuring equitable screening opportunity.

Two anomalies exist in the current process. When the new four look system started, there were two Screening Groups who had not had their 10% look yet, SG 97 (essentially YG 81 officers) and SG 98 (the front half of YG 82). To be fair, these two groups were treated as separate Screening Groups. Hence, both SG 97 and SG 98 received their third of four looks (30% look) in January but compete as separate Screening Groups. The other anomaly also affects YG 82 officers. Since the YG had

been split in the past, the front half was projected for their below zone look before the back half and these officers were given a 10% early look. When the promotion zones were set last year, DOPMA grade relief widened the zone for Commander and brought YG 82 back together again. This explains why some YG 82 officers are getting a 30% look and some getting a 40% look, although most of them are Commander selects. This does not impact their opportunity for Commander Command selection, it only means that some of these officers had their 10% look the year before they were in zone for Commander instead of the year before they were below zone. This explains why YG 82 officers are in different Screening Groups.

The Surface Commander Command Board convened 27 January 1998. The five Screening Groups going before the Board were:

Promotion Year Group 96 - PG 96 (third of three looks- 20% look)
Screening Group 97 - SG 97 (third of four looks- 30% look)
Screening Group 98 - SG 98 (third of four looks- 30% look)
Screening Group 99 - SG 99 (second of four looks- 40% look)
Screening Group 00 - SG 00 (first of four looks- 10% look).

The CDR Command Screening Board reviewed the records of over 700 officers and selected 87 for Commander Command. The CDR Command Slating Board reviewed the records of the 25 officers who were screened but not selected for slating by last year's Slating Board plus the 87 officers screened by this year's Screening Board, a total of 112 records. From these 112 officers, the Board selected 80 officers to be slated this year for assignment to ships in about 2 years. Also, they assigned ten other officers to be assigned to the Special Mission CDR Commands (NRDs, BMUs, ACUs, CO Fleet Activities Chinhae, USS CONSTITUTION, and 2 NROTC CO billets). The remaining 22 officers will stay in the Unslated Bank until next year's Slating Board. These officers are all CDR Command Screened and their records will be annotated to that effect. As a point of reference, 17 of the 25 officers who were in last year's Unslated Bank were selected for Slating this year, a statistic which underscores optimism for those not selected for slating this year. Of the more than 700 records reviewed, nearly all were extremely competitive. To have been selected is a wonderful achievement. However, many equally outstanding records were left behind, many of which could easily have been picked, and will be in subsequent Boards. Keep doing the outstanding job that has gotten you this far.

CDR Mike Fierro, PERS-410A
Assistant Surface CDR Assignments
e-mail p410a@bupers.navy.mil

○ Surface LCDR {PERS-411}



XO Board. Postcards have been mailed to every candidate notifying them that the board will convene on 30 March. Please contact us if you believe you are before the board and have not received a postcard. All LCDR-selects should fax their January FITREPs to us at (703) 614-8786 so we can ensure your record is complete.

Please be patient if you receive a phone call, or e-mail, asking for a FITREP. **DO NOT TAKE YOUR FRUSTRATIONS OUT ON THE INDIVIDUAL CONTACTING YOU!** Contact your detailer if you would like to discuss why the discrepancy exists. Part of our charter is to ensure the board is able to consider your entire record, and for various reasons items may not have made it into your permanent record. Also remember that we destroy all the documentation that is submitted once the board reports out. You need to resubmit any documentation to the proper PERS code for permanent inclusion in your record after the board. Contact your detailer for assistance.

Joint Professional Military Education Update.

In our last column we discussed the benefits and the different avenues you can pursue to obtain JPME Phase I. We have restructured the way we allot seats to fill our annual quotas at the various war colleges. It is no longer first come, first serve. Please let us know if you would like to attend and we will put your name on the list. In order to be considered for a quota, you must be XO screened, not have a master's degree, and not have timing as an issue. Work with your detailer in developing a backup plan once you ask to be considered for a seat. Those individuals who believe they will attend a war college in the near future-- because they put their names on the list over two years ago--need to contact their detailer to discuss possible options.

Forward Deployed XOs. If you are an XO or slated to be an XO on a forward deployed platform in Japan, expect to do a follow-on tour as part of one of the Major Staffs homeported there in the Far East. All of the available billets are career enhancing and will keep you viable for CDR Command selection. Financially, we can not afford to send someone overseas for the nominal 15-18 month XO tour. Speaking of finances

Financial Constraints. Finances are tight and what little money we have left is earmarked for PXOs and war college students. Please bear with us if you do not fall into these categories. Depending on the circumstances, you may be extended until the new fiscal year,

or until we receive additional PCS funding. We will work with you in order to minimize the impact on you and your family.

Timing is Everything. Promotion zones have been expanded over the last two years. For a variety of reasons, some individuals who have been affected by the expanded zones find themselves behind the power curve for the next milestone. Talk to your detailer about how much time you can afford when negotiating orders for a shore tour. More importantly, the question should be are you, or will you be in a position to terminate shore duty if you need to go back to sea. There are a number of factors that affect this scenario and each case is unique. The bottom line is timing is everything and earlier is better.

Your patience is appreciated. PERS-411 is responsible for over 1400 constituents. CDR Griner and myself each answer an average of about 30 phone calls and 20 e-mails a day. As many of you know we are in the middle of board season. In addition to preparing for the XO screening board on 30 March, we have assisted with the CDR Command Board and completed the February XO slate. Often constituents are on hold for an extended period of time, or cannot get through to us. Please be patient. We will get to you as soon as possible. Please try to contact us via e-mail on your initial attempt. My e-mail address is p411@bupers.navy.mil and CDR Griner's is p411a@bupers.navy.mil. Also talk to Belinda Bransom, our experienced and trusted administrative assistant. Belinda can take care of most of your administrative detailing needs. r

*LCDR Ed Delaney, PERS-411
Head Surface LCDR Assignment Branch
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○ Surface Junior Officer {PERS-412}

IT IS SELECTION BOARD SEASON!

FY98 Surface Line Department Head Screening Board. This year's Department Head Screening Board will convene 04 May 1998 to consider all SWOs in YG94 (First look), YG93 (Second Look) and YG92 (Third Look). Additionally, all officers previously screened for department head duties currently "in the bank" (officers who have not yet attended Department Head School) will have their records reviewed to confirm sustained outstanding performance.

Department Head Board Preps. Department Head screening is key to your future as a SWO--make sure that YOUR record is accurate. Missing FITREPS, lack of recommendations, awards, outdated pictures have all proved to be tie-breakers in previous boards. Additionally, if your SWO qualification letter is not file, you are not, by definition, board eligible and your record will not be sent to the board for consideration. Check your entire record--microfiche and PSR. If you are an 1160 Officer in YG92, 93, or 94 and receive your SWO Qualification prior to the Board convening date, **fax us your qualification so you can be considered by the Board.** Officers desiring to communicate with the board in accordance with MILPERSMAN 220120 are encouraged to submit their correspondence well in advance of the first day of the board so that PERS-412 detailers can review same to ensure their packages have been completely received at BUPERS. PERS-412's fax is DSN 224-5185 or (703) 614-5185. We receive several faxes a day, so please call to make sure your fax was received intact and in a legible form.

Active 04 Line Selection Board. Officers in the last 20% of YG 88, all of YG89 and the first 1% of YG90 will be considered for promotion to O-4 by the Selection Board which will convene 06 April 98. Contact us if you have any questions as to your status. Ensure all your FITREPS are on your microfiche. Ensure all your qualification letters are on file.

O Surface Nuclear {PERS-412N}



Surface Department Head Screening Board. The FY98 Surface Department Head Screening Board will be held 4 through 8 May 1998. You are eligible for department head Screening if you are selected for promotion to LT and are SWO qualified.

Please review your PSR and microfiche to ensure your latest FITREPS and awards are included. Also ensure your photo is up to date (must be of the rank you are currently wearing). CDR Janikowsky and I will conduct a thorough review of all eligible SWO(N) officer records prior to the board. However, your own check is essential to ensure recent qualifications, awards and fitness reports are correctly reflected. If your record is missing anything, fax the appropriate documents to CDR Janikowsky at (703) 614-8609 or me, at (703) 614-5185. Remember that all items submitted directly to a board, with the exception of photos, are destroyed after the board adjourns. So you will need to go through the

Surface Warfare Junior Officer Offsites. We have now completed two highly successful Surface Warfare Junior Officer Offsite meetings here at BUPERS. We have had over 100 surface warfare junior officers from all over the world participate in these conferences. Their feedback has been extremely positive. The topics covered during the offsite ranged from the Surface Warfare Career Path and the Selection Board Process to DOD's Planning Programming and Budgeting System. We are planning to continue this forum with the third offsite in the series this April. If you are interested, contact LCDR Bill Johnson, PERS-412S, for details.

We Are Moving. If you have not been around BUPERS lately, you may have forgotten that we are packing up and moving this summer. We will make every endeavor to ensure this move is seamless to you, and we ask that you be patient this summer during the couple of weeks when we are in transit. This spring we will be working ahead on the slates, so it is more important than ever that you keep those Duty Preference Cards up to date. If you thought you were going to be slated to a second division officer tour, first tour department head billet or second department head tour this summer, your slate may very well be accelerated to late this Spring. Get those Duty Preference Cards in to your detailer to prevent being slated in the blind. We will take DPCs any way you can get them here; mail, e-mail or fax. r

CAPT Rob Reilly, PERS-412
Head, Surface Junior Officer Assignments
e-mail p412@bupers.navy.mil

normal record update procedure to make permanent additions or corrections. All these procedures are outlined for you in the SWO(N) Newsletter and the Reference Page on pg 41.

Record Conversion. BUPERS is in the process of converting all microfiche into a digital format for storage on CD-ROM. Each FITREP page on your fiche will be stored on CD-ROM as an individual image. The new fiche that you will get will be a chronological collection of all of those images. This effort will ensure more dependable storage of each record, particularly during the Bureau's move to Millington, and will also help to streamline the selection board process. You can tell if your record has been converted by looking at the top of each page of your microfiche. If there is no longer the orange strip across the top of each page, your record has been converted. In some cases, the digital images on the CD-ROM have become blurred or clipped and photos have become unreadable in the conversion process due to the poor quality of the original images. When verifying your new microfiche, please do so from

start to finish, including your awards and photo. To replace unreadable, clipped, or missing images on your new fiche, follow the same procedure you always have, which is found in each *Perspective* or the SWO(N) Newsletter. Your new input will be inserted in the appropriate chronological position in your record on CD-ROM.

USS RONALD REAGAN (CVN 76). Initial man up for CVN 76 is currently planned to be in late 1999. We are looking for Engineer qualified officers (or officers who will complete their PNEO exam prior to Sep 99) who want to volunteer to be part of the precommissioning crew, to include design school en route. If you are interested in becoming a plankowner for the Navy's newest nuclear aircraft carrier, please contact me.

JO Shore Duty Opportunities. PG School quotas for each fiscal year are posted in June of the previous fiscal year. December NROTC openings are typically posted in the previous April/May time frame and July NROTC openings are typically posted in June/July of the previous year. If you are interested in any of these assignments, ensure that I have your updated DPC, and keep in touch. We are only a few months away from assigning these highly sought after billets for CY99.

Grad Ed/Fellowship Programs. Congratulations to the following SWO(N)s who were selected for Grad Ed and FEF programs on the most recent board last November. They will begin their tours in August 1998:

<u>Selectee</u>	<u>Program</u>
CDR J. Bruce Hamilton CO, USS JOHN PAUL JONES (DDG 53)	FEF-Moreau
CDR Mark J. Hellstern XO, USS CALIFORNIA (CGN 36)	MIT/Woods Hole
LCDR Mark C. Montgomery XO, USS ELLIOT (DD 967)	FEF-Rand Corp

Applications for consideration before each annual board are typically due in September/October to begin the respective program the following Summer. Look in the January "Career Issue" of *Perspective* or contact PERS-440 for details, and keep me posted!

Prospective Nuclear Engineer Officer (PNEO) Exam. The prerequisites for taking the PNEO exam are found in BUPERSINST 1540.41. For officers on their first sea tour, it requires serving a minimum of two years on board a nuclear powered ship as a nuclear trained division officer. Officers who have completed warfare qualification prior to reporting to their first nuclear powered ship must serve a minimum of one year as a qualified watch officer. Please read and understand the requirements, track your progress toward PNEO, and

schedule your exam early. All seats for some exams have filled as early as eight weeks in advance, particularly with the holidays in November and December. To schedule an exam, call LT Mike Brunner (PERS 421C), at (703) 695-4039, DSN 225. The next PNEO exam start dates are scheduled for: 2, 16 March; 6, 20 April; 4, 18 May; and 8, 22 June.

Welcome Aboard. Welcome to: CDR Craig Langman, who has just completed his tour as Commanding Officer of USS NICHOLSON (DD 982) and who is currently turning over with CDR Janikowsky (PERS-41N/N133E); LCDR Mark Declue, who has just completed his tour as MPA on USS JOHN C STENNIS (CVN 74) and is currently relieving me as PERS-412N; and to LCDR Brad Roberson, who is completing his tour as RTA on USS CARL VINSON (CVN 70) and will be relieving LT Pascual (N133C2) in May. CDR Langman and LCDR Declue will be stationed in Millington with the rest of the BUPERS Detailers and Placement Officers in PERS-4. LCDR Roberson will be stationed in DC and will be working Surface Nuclear Officer Program management issues. Our goal is a seamless transition that includes lengthy turnovers. However, once the new organization is in place—approximately July 98—you should contact them to introduce yourself and verify the specifics of your career intentions and duty preferences. We will specifically inform you when the detailing functions have transferred and what the new phone numbers are to contact us in Millington. Our goal is to have no loss of continuity or information, and a great deal of planning has gone into the move for just this reason. r

LCDR Ed Mullen, PERS-412N
Surface Nuclear Officer Assignments
e-mail p412n@bupers.navy.mil

O Surface LDO/CWO {PERS-414}



LDO/CWO Billets. Often times detailers are requested to consider the assignment of an LDO or CWO to a billet that is not designated an LDO/CWO billet. Whenever such a request is fulfilled, a valid billet belonging to our community will be vacant. Like all communities, we do not have the number of officers in our inventory to match the current billet requirements. Placing someone in a billet out of designator further exacerbates this situation. Any billet gapped is potentially subject to deletion or conversion during an activities manpower review. Every billet lost directly impacts our

communities ability to select new officers and has an effect on promotion opportunities and decisions relating to Selected Early Retirement. For the health of the entire LDO/CWO community out of billet assignments will be very restricted.

Surface Warfare Qualification? *I'm an LDO or CWO Engineer, do I need to concern myself with this qualification or any other qualification for that matter?* As an LDO Engineer the most important qualification of concern is Engineering Officer of the Watch (EOOW), which is required in order to screen Dept. Head after

○ Surface Placement {PERS-413}



Mentoring Your Officers. I would like to recommend a way to ensure this important box is checked. Mentor your folks each time they submit a preference card. Every time a detailing slate is released I am amazed to find how many preference cards are submitted "in the blind" so to speak. A familiar scenario encountered would be as follows....

The Division Officer Sequencing Plan (DOSP) remains a detailing cornerstone. With the 2nd Tour Divo detailers slating 6-9 months out, it is important for junior officers to get their preference cards submitted early. Often **after** a slate is released we hear from commands who did not know their JOs were in the process of being slated and are concerned about their next assignment. A CO or XO usually has a better sense of what career moves their JOs should make. Yet often we have met the JOs preference card desires and find that he/she had not been mentored on what a preference card does for both them and us. Then commands call, as do now possibly enlightened JOs, and a tug of war to pursue order modifications ensues

promotion to LTJG. Standing watches outside of engineering should be undertaken as well. Qualifications make the LDO/CWO that much more competitive during promotion board deliberations. The most recent CWO promotion results reveal that the vast majority of CWO Engineers NOT promoted were NOT SWO qualified. Nine of ten who were SWO qualified were promoted. Your Surface Warfare qualification *will* make you more competitive than the next person. r

CDR Paul Williamson, PERS-414
Head, Surface LDO/CWO Assignment
e-mail p414@bupers.navy.mil

with less than happy results which could all have been prevented.

To overview, the DOSP will give a JO an initial 24 month tour followed by an 18 month on a platform in another community. If they are slated a second tour in the CRUDES community, both tours will NOT be on Aegis platforms. The philosophy here is to provide exposure to two different communities and not to specialize in one. After department head selection and slating, an officer's career becomes more specialized. Mentoring while submitting preference cards from department heads can still pay dividends.

To conclude, there are benefits to both you and us by using the opportunity of preference card submission to mentor your folks. To contact any of us via email use the proper office code (p413_) followed by @bupers.navy.mil. For instance to get Paul Shock in the CLF shop use p413e@bupers.navy.mil. r

The following is the latest Surface Placement line up:

PERS 413:	CDR Rich Landolt	Placement Branch Head, CRUDESGRU Staffs and SWOS.
PERS 413A:	CDR Taylor Skardon	CRUDES LANT Placement
PERS 413B:	CDR (Sel) Bill Ault	CRUDES PAC Placement
PERS 413E:	LCDR Paul Shock	MCM/CLF/MSD Placement
PERS 413F:	CDR (Sel) "Zal" Zalamea	Amphib Placement

○ Special Warfare {PERS-415}



Upcoming Boards. This year's CDR Command and XO Screening Board is being held this month. This is the first time NSW has held it's own selection board and will continue on an annual basis in the out years. The URL LCDR Selection Board (Apr 98) should be high on your action list. Just another re-

minder that it's never too early to check/update your record for annual Statutory (Promotion Boards) and Administrative (CO/XO Screening) Boards. At a minimum you should forward a copy of your latest fitness report to us at PERS-415, but remember this is a backup. After the Board reports out, all documents that have been included for board purposes are destroyed. Make sure you have a photo in current pay-grade. There is no longer an annual photo requirement.

SEAL Assignment Opportunities.

<u>Command</u>	<u>Rank</u>	<u>Billet</u>	<u>Fill date</u>
NSWU-1	LT	OPS	ASAP
NSWU-1	LT	OPS/PLNS	ASAP
NSWU-1	LT	PLNS	ASAP
NSWC DET YUMA	LT	INSTRUCTOR	ASAP
SDVT-1	LT	OIC	ASAP
SDVT-1	LT	OIC	ASAP
NSWU-4	LT	OPS	ASAP
JICPAC	LT	SPECWAR	ASAP
SBU-22	LT	OPS	ASAP
SBU-20	LT	OPS/PLNS	ASAP
SOC-K	LCDR	MAROPS	ASAP
SOC-K	LCDR	CINC CFC REP	9806
SOCCENT	LCDR	MAROPS	ASAP
STKWARCEN Fallon	LCDR	INSTRUCTOR	9902
US MILGRU EL SAL	LCDR	SPECWAR	ASAP(DLI)
JSOFI FT BRAGG	LCDR	SEAL	9803
NAVSPECWARCEN	CDR	DIR OF TRNG	9803
NAVSPECWARCEN	CWO2	SDV TNG	ASAP
SOC SOUTH	CDR	DCOS OPS	ASAP(DLI)
SDVT-1	LT	TU CDR	9806

○ Special Operations {PERS-416}



Board Season. We are headlong into the FY99 board season. NAVADMIN 091/97 lists the statutory boards, the senior and junior personnel in zone for each as well as the junior eligibles. Administrative boards coming up are Department Head (4 May 98) and LCDR CO/XO (30 Mar 98). Remember department head screen is required prior to being eligible for EOD school. You are eligible once you attain your Surface Warfare (SWO) qualifications. Screening criteria are SWO quals and department head recommendation in your FITREPS. Officers get their first look for LCDR CO/XO following their selection to LCDR. If you think you are eligible for either department head or LCDR CO/XO screening call me to ensure I have you in the list of eligibles.

Board Process. LCDR CO/XO Board screens to requirements set by the community manager. This ensures the most qualified officers screen and that the bank of officers is manageable in terms of allowing all officers to arrive at their CO/XO ride prior to coming in zone for CDR. Officers receive a maximum of three looks. Remember, your record is your responsibility. As I've told many of you in person and on the phone, order your microfiche and PSR annually and update it. Don't wait until you are getting a look.

PCS moves. PCS monies continue to be in short supply in the second half of this FY. We're trying to plan as far in advance as possible to meet all requirements, but you need to ensure that you have contacted us at least six months in advance of PRD. Pay particular attention to the hard fill list to the left. I want to know your preferences, but the hard fill list will continue to be my top priority. Remember, all assignments are as rewarding as **YOU** make them!

Stay in touch! Margarethe and I can be reached at DSN 224-8327/8, commercial (703) 614-8327/8, fax (703) 614-8786 (Attn: PERS-415). Make a point to stop in if and when you are in the area. Remember you have the primary responsibility for ensuring your record, in it's entirety, is kept up to date, i.e., photo, qualifications, FITREPS, etc r

*CDR Tucker Campion, PERS-415
Head, Special Warfare Assignment and Placement
p415@bupers.navy.mil*

Congratulations! Well done to the following officers who screened for CDR Command in January.

CDR T. Green	CDR J. Kurtz
CDR(sel) G. Oregan	CDR(sel) W. Robertson
CDR(sel) R. Seligman	

This was a critical milestone in your career and you were selected from a list of truly outstanding officers. You can expect to arrive at your CDR Commands between the 18-20 year mark. r

SPEC OPS Assignment Opportunities.

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
EODGRU 1	LT	6480	Staff RED/GEN	ASAP
EODGRU 1	LCDR	6480	Staff RED/GEN	ASAP
EODTEU 2	CW04	7480	INST TECH	ASAP
FMWTC	LT	1140	Instructor	ASAP
EODGRU 2	LT	6480	EOD	ASAP
EODMU THREE	LCDR	6480	Staff MIW Officer	ASAP
EODGRU 2	LCDR	6480	STF OPS&PLN	ASAP
EODTEU 1	LT	6480	TRNG OFF	ASAP
COMFIFTHFLT	LT	1140	STF MIW OFF	ASAP
CNSG MIDPAC	LT	1140	SHF SLVG OPS	ASAP
VSW MCM DET	LT	1140	OIC	ASAP
EODMU TWO	CW03	7480	First LT Afloat	9804
EODGRU 2	LCDR	1140	EOD/STF REDI	9805
NAVWARCOL	LCDR	1140	Student	9808
PGS	LT/LCDR	1140	Student	9809
EODGRU 1	LT	6480	EOD/SEC MGR	9809
EODTECHDIV	LCDR	6480	DEPT/HD EOD	9810
MCM DET SASEBO	LT	1140	OIC	9810
EODMU 3 DET	CW03	6480	AOIC	9810
China Lake				
EODMU 3 DET	LT	1140	OIC	9811
NOC IND HD	LCDR	1140	INV CLT/RSS&I	9901

Lateral Transfers. The lateral transfer board for officers applying to the special operations community will be held in July. Packages are due the first week in June. The community offers exciting and exotic opportunities for those surface warfare officers (SWOs) desiring to sign up. If you are interested refer to MILPERSMAN 1420180.

Stay in Touch and Keep Charging! I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; Fax (703) 614-8786 (Attn: PERS-416). r

LCDR Gary R. Windhorst, PERS 416
Head, Special Operations Assignments and Placement
e-mail p416@bupers.navy.mil

Submarine Picture



{PERS-42}: DSN 225-1205; commercial toll free 1-800-526-3583; fax (703) 614-8609

○ Captain's Corner

CO/XO Screening Board. The FY99 CO/XO screening board convenes 11 May 1998. Now is the time to start preparing for this important career milestone. Officers under consideration for the upcoming board are:

- **CO: Year Groups '83-'85 and '82 COSS officers**
- **XO: Year Groups '87-'89 and '86 XOSS officers**

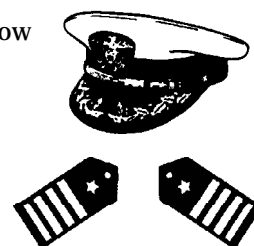
In addition, each board will review records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate and to recommend changes where deemed necessary.

PERS-42 detailers are assigned to record the proceedings of the board, document voting results, etc. They review each eligible officer's microfiche record for completeness, looking for missing FITREPS, photos, etc. This review is done approximately two weeks prior to the board convening. Following the review, attempts are made to locate missing data, but by then **time is short**.

Briefly summarized, the screening board mechanics are as follows: one board member (selected randomly) reviews an officer's microfiche record and notes significant career data on the Performance Summary Record (PSR), a condensed version of the officer's professional history and fitness reports. *Please note, however, that the PSR is only a working tool for the board. The officer's microfiche remains the official record.* The PSR, with career notes, is then projected for all board members to view while the reviewing board member briefs the record to the other board members; noting career highlights, trends, and qualifications. All board members then vote their confidence in the officer's ability to succeed in the applicable assignment. The average of these confidence marks is the officer's score, and the most qualified officers (highest confidence scores) are screened.

I cannot stress strongly enough how important it is to have the most accurate and complete record of your performance available to the board.

- **Now is the time to get ready for the screening board!**



Information on how to order and update your microfiche and PSR data can be found in the January/February "Career Issue" of *Perspective*. Key points to check include:

â **Picture.** Is it in your current paygrade and in the proper format (full length khaki shot)?

â **Fitness Reports.** Is the most recent one on file? Is there continuity (no significant gaps/overlaps in report dates)?

Note: The fitness report of record is:

LT: January 31 1998

LCDR: October 31 1997

CDR: August 31 1997

Due to the timing of the LCDR Selection Board (6 April) and CO/XO Screening Board (11 May), there is a strong chance 31 January 1998 Lieutenant fitness reports may not be in the microfiche before the records are prepared for the boards. To ensure these are available for both boards, all submarine LTs in zone for LCDR or being considered for XO screening (YGs 87, 88, and 89), should fax their 31 January FITREPS to PERS-42 at (703) 614-8609.

â **Personal Awards.** Are all your citations on your microfiche? *Note: BUPERS has no method to monitor what awards should be present. This information is provided by the Board of Decorations and Medals.*

â **Qualifications.** Are all subspecialties, qualifications and education accomplishments listed on your PSR? If

you need to provide missing information or communicate special concerns or unusual circumstance to the screening board, write to:

President FY99 CO/XO Screening Board
Bureau of Naval Personnel
PERS-42
2 Navy Annex
Room G705
Washington DC 20370-5421

Note: Information sent to the board will be used for board purposes only and will not result in permanent corrections to your official record. See the Jan/Feb Perspective for details.

All correspondence sent to the board must originate from or be endorsed by the officer concerned. Any last minute data can be faxed to the board at (703) 614-8609. If you have any questions, call your detailer at 1-800-526-3583.

CAPT Jerry Talbot
Director, Submarine Distribution Division, PERS-42
e-mail p42@bupers.navy.mil

○ Detailer Notes

Wardroom PRD Management

Whose job is it anyway? The answer to this one is pretty straight forward: while we here at PERS-42 routinely analyze the comings and goings of every officer on each boat, the responsibility for crafting a sound rotation plan which will meet both operational and training requirements rests firmly with you, the command.

Too quick for the Bureau to sidestep that one? You bet. Let's talk about a few areas where we need to have some serious dialogue between all parties concerned:

○ Junior Officers. Nothing like derailing a good plan before it gets out of the starting blocks. As most of you already know, the submarine community is currently battling the effects of reduced officer accessions entering the fleet. What this means to your current crop of JOs is that there is no guarantee of rotating at their assigned PRD. XO, call PERS-421D (LT Brown) to discuss when your next new officer will arrive. Armed with this information you will be able to select a detachment month and JASS slate for your JO roller. If a guy with shiny new ENS bars isn't on the horizon, consider use of a split tour JO. The commodity of a dolphin wearing, engineer qualified officer is very popular right now. Factoring in this type of officer for a one year fill has multiple benefits and could help break up that LT PRD

logjam. Again, contact PERS-421D to discuss availability.

○ Department Heads. While it is recognized as advantageous to space out the turnover of your department heads, we are not bound by any written policy to do so. With temporarily reduced department head tour lengths, most department heads are rotating closer to the 30 month point rather than the nominal 36 month assigned PRD. This shift may require moving two of your department heads in a relatively short period. Plan ahead, call PERS-421B (LCDR Kirk) to discuss plans for rotating your department heads.

○ CO/XO/ENG Interlock. Here is another tidbit to consider: current policy requires a minimum of three months separation between CO/XO reliefs and CO/ENG reliefs. If there is a conflict we will gladly entertain your proposed solutions. Please note however, there is no XO/ENG or XO/NAV interlock.

○ XO tour lengths are normally 22 months. On an SSBN this could equate to either three or four patrols. On SSNs, deployment schedules can play a significant role in departure timing. While extensions of XO tour lengths are not normally granted, we remain flexible—perhaps the solution is a mid deployment turnover. Call PERS-421, CDR Butch Howard, with your XO concerns.

○ CO tour lengths are being reduced to 30 months. PERS-42B, CAPT(Sel) Bill Hendrickson, holds the proposed plan for each serving CO.

As you can see, the personnel rotation business is quite a dynamic process which draws upon every member of the PERS-42 team. You need to make sure your plan matches what we can accommodate while we will try to accommodate what you are planning for. This is perfect subject material for your wardroom planning letter/e-mail. Bottom line: plan and communicate!

Department Head Tour Length Update

As discussed in the May/June issue of *Perspective*, average department head tour length has been reduced to 36 months and is expected to continue on a glide slope towards 30 months as the force structure drawdown progresses. We are already relieving many officers up to 4-5 months prior to their 36 month PRD. This additional flexibility will help spread out rotation dates of the senior leadership onboard as well as allow us to bring in new officers early in deployment POM cycles or SSBN off-crews.

Since we must have assignments for officers graduating from SOAC, ships are strongly encouraged to reexamine

wardroom rotations with a thought toward rotating all department heads early and should not plan on extending any department heads beyond their 36 month tour. The department head detailee, LCDR Dave Kirk, is already slating reliefs early for department heads.

Split Tour Opportunities

Department head split tour opportunities are limited to either Submarine Liaison Officer (SLO) on a Carrier Group/Cruiser-Destroyer Group staff or second department head tours incident to ship inactivations. While internal split tours to different billets on the same ship are still possible, they are less likely due to reductions in department head tour lengths.

You should have completed 18-24 months of your department head tour and be a top department head to be considered for a split tour. Listed below are several split tour billets which will be available in the future:

SLO	CARGRU Five	Yokosuka, JA	9810
SLO	CARGRU Six	Mayport, FL	9902
SLO	CRUDESGRU Two	Norfolk	9902
SLO	CRUDESGRU Eight	Norfolk	9903
SLO	CARGRU Three	Bremerton, WA	9905
SLO	CRUDESGRU Twelve	Mayport, FL	9902
SLO	CARGRU Eight	Norfolk	9908
SLO	CARGRU Seven	San Diego	9909

All of these billets involve a 1-2 month training track en route, so contact LCDR David Kirk at least 12 months prior to your desired split tour rotation date.

Naval Postgraduate School Quotas

There are still eight (8) quotas left for PG School in FY98. Due to the obligated service incurred while at PG School, the quotas are filled on a first come first served basis. If you are interested in any of the following quotas, or if you have any questions regarding obligated service or how your eligibility to Continuation Pay will be affected contact your detailee as soon as possible. The quotas are not restricted by paygrade, however all nominees must be screened for acceptance.

<u>CURRICULUM</u>	<u>START DATE</u>
National Security Affairs (Mid East/Africa)	9806
National Security Affairs (W. Hemisphere)	9806
Financial Management	9806
Information Technology Management	9809
Electronic/Information Warfare	9809
Command, Control, Comms, Computers (two quotas)	9809
Intelligence Space Systems Operations	9809

For more information about these curricula check out

PG School's on-line catalog at <http://www.nps.navy.mil>, or call for your free catalog at DSN 878-3093 or commercial (408) 656-3093.

SOAC Dates and Department Head Detailing

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
98040	20 APR 98	18 SEP 98
98050	08 JUN 98	06 NOV 98
98060	20 JUL 98	18 DEC 98
98070	08 SEP 98	19 FEB 99
99010	16 NOV 98	30 APR 99
99020	04 JAN 99	04 JUN 99
99030	08 FEB 99	09 JUL 99
99040	05 APR 99	03 SEP 99
99050	24 MAY 99	22 OCT 99
99060	12 JUL 99	10 DEC 99
99070	07 SEP 99	18 FEB 00

PNEO Exam Dates

Contact LT Michael Brunner at DSN 225-4039 or commercial (703) 695-4039, e-mail p421c@bupers.navy.mil to schedule an exam.

16 March	6 April	20 April	4 May
18 May	8 June	22 June	

Submarine LDO/CWO

The 1998 Submarine LDO/CWO Leadership symposium was held 5-9 January and the following topics were discussed:

- Skill guidance
- Career path development and promotion stabilization through O-6
- Dry-dock XO screening
- Diver (7200) dive pay
- Diving enlisted source rating
- Weapons (626X) strategic weapons career path
- Communication (629X) LDO's required additional training to close the "technology gap"
- Subpay policy for SV1 LDO/CWO
- How PERS-42 can become involved in 6410 (SV1) detailing
- Effects of fwd-end enlisted merger
- Review of NAVPERS 15627 LDO/CWO guidance manual
- LDO formal education requirements
- Limited duty officer designator merger of 628X and 629X
- Issues for the 1998 OCM symposium

Recommendations and actions taken will be discussed in next month's issue.

Submarine LDO CO/XO Screening Board

The CO/XO screening board will be held 11 May for the following LDOs: YG86 for dry-docks command. We have also reinstated dry-dock XO screening. All LTs in zone for LCDR this year will be screened for dry-dock XO. Ensure your record is up to date. You only get screened once for CO and XO, so give it your best shot.

PERS-42 Online

PERS-42 is finally online! Get the latest information from the detailers, board updates, E-mail your detailer, link to other submarine websites and more. Check us out at: <http://www.bupers.navy.mil>

Aviation Picture



Fax: DSN 225-1715, commercial (703) 695-1751

○ Captain's Corner

I'm The New Guy here (TNG?), CAPT Ed Fahy, and it's great to finally figure out the workings of the detailing process. And I'm surprised that most of the folks working here actually tell the truth! This isn't the fleet, but it at least stays in touch with it, and that is what my focus is going to be—to keep in touch with the fleet. When I left command of KENNEDY I thought the fun was over, but this job is a great one, and the pros working here are the "best and the brightest," making my job easy.

Besides my arrival, there are quite a few new items to be discussed. The CNO heard the pitch of the Aviation Retention Working Group, and took immediate action to get things fixed. Issues he addressed included: PCS funding, Smart (dumb?) Per Diem, depleted readiness accounts (flight hours, parts), eroding benefits (pay, retirement), and the selection process and promotion opportunities (DH Screen, FITREPS, etc). Expect to hear of the changes shortly, and realize that the emphasis is on getting back to a personnel management system that makes sense, and puts the fun back in our jobs. The squadron COs and Wing Commanders need to be in the system, fully integrated, with strong input as to how and where we are heading in aviation—as it should be. The flow of information should be from them and it should be open, honest, and free flowing with feedback. We are working to make the interaction happen at all levels—as it should be!

Command Screen Boards. With the move to Memphis, the CDR Command and Major Command boards have slipped to the right. The CDR Command board now will meet 21 Sept 98 and the AMCSB is scheduled for 26-30 October (in Millington). If you are in Screen Group 76, 77, or 78 (FY99 CAPT-selects) you should be reviewing your records now to avoid any problems. Missing FITREPS, photos, or

awards should be submitted in a timely manner to prevent any show-stoppers.

Sea-shore Rotation. As a reminder, the recruiting posters all have ships on them. If you are on shore duty right now, expect to go to sea or even overseas. We will try to keep you as competitive as possible while at the same time try to fill the fleet to 100% manning. Joint jobs and overseas jobs take precedence. Remember ... it's an adventure!



Downwind CAPT Billets

<u>Billet/Location</u>	<u>Fill</u>	<u>Comments</u>
Egypt Naval Attache	ASAP	Language Training
CO NAWCWD/White Sands	ASAP	AP req'd
ODC Portugal	9802	Language Trng FMS contracts
Navy War Coll/Newport	9803	2 quotas
6 th Fleet OpsO/Gaeta IT	9804	
CSFS HQ Ops/Naples	9804	Joint (JD1)
CSFS Det Izmir TK	9804	Joint (JD1)
3 rd Fleet OpsO/San Diego	9805	
CruDes Two COS/Norfolk	9805	
CO AFWTF/Roosey Rds	9805	
CO, Safety Scol/Monterey	9805	Post Major Cmd
CNATRA COS/Corpus	9806	
CNET Aviation Trng/P'Col	9807	
War Colleges/various	9808	10 quotas

In closing, the best thing you can do for yourself, and for the detailing process, is communicate. E-mail should get answered within the week. Our phone numbers are the same for now: DSN 224-8080/8356; commercial (703) 614-8080/8356; fax DSN 225-1751 or (703) 695-1751. r

CAPT Ed Fahy

Director, Aviation Officer Distribution Division, PERS-43
e-mail p43@bupers.navy.mil

○ Aviation CDR Detailer {PERS-431}



The more things change, well the more they change. Let's start off with some good news for a change. The next time one of your JOs asks why "senior leadership" isn't doing anything for the Navy's people, mention to them that "senior leadership" committed itself to fixing the PCS budget in FY98 - and then commenced to fix the PCS Budget. As

a result of their efforts, we do not anticipate any bow waves this fiscal year. Of course, remember that the more things change, the more they change.

We ask for your patience in our continuing effort to make the BUPERS Web Page easier to access and more informative. We've experienced some recent technical difficulties, but are "in work" on solutions. Our goal is to have all assignments, both sea and shore, posted on the web by June. This effort should allow you to get a feel for what's available before you begin talking to your detailer

We remain critically short of aviation CDRs. From March through September 98, we have 241 more billets to fill than aviators ready to fill them. Early contact (one year prior) with your detailer is the key to success.

Best wishes to CAPT Frank "Tinman" Munoz and his family as they begin to move toward PATWING ONE in Japan. Frank did a superb job in a very difficult billet. His common sense approach and consistent, but fair poli-

cies provided his constituents with the best possible service. Fair winds!

Please always remember and never forget that nose high goes high.

Downwind Billets. The usual caveats apply to the downwind billets listed at the bottom left. They are subject to change, and as always, contact your detailer for the latest information.

We currently have billets available at all war colleges (National, ICAF, Navy, Army, Air Force, Marine) for the summer of 1998. Contact your detailer ASAP if you are interested in attending.

Non-screen CDRs. All non-screen CDRs are required to serve a tour of sea duty or overseas duty. Due to a lack of non-screen tacair officers, virtually all tacair CDRs will go to a ship or sea going staff, while helicopter and P-3 types have a few more options and can sometimes go overseas instead of a ship tour. Contact your detailer for specific options. r

CDR Miller, PERS-431
Head, CDR Assignments
e-mail p431@bupers.navy.mil

Downwind Billets.

COMMAND	BILLET	HOMEPORT	FILL	RMKS
SEA/OVERSEAS				
KITTY HAWK	STRIKE OPS	YOKOSUKA	9806	
STENNIS	CDC	SAN DIEGO	9806	
7FLT	PLANS/EX	YOKOSUKA	9806	
CARGRU 5	AIR OPS	YOKOSUKA	9806	
COLUMBIA	NAVAL ATTACHE	BOGOTA	9806	LANG/C-12
NAV SOUTH	MARITIME OPS	ROME	9806	LANGUAGE
STENNIS	SAFETY	SAN DIEGO	9809	
LINCOLN	STRIKE OPS	BREMERTON	9810	
CARGRU 5	AIR OPS	YOKOSUKA	9810	
KITTY HAWK	CDC	YOKOSUKA	9811	
STENNIS	AIR OPS	SAN DIEGO	9811	
CRUDES 8	AIR OPS	NORFOLK	9811	
TSC Keflavik	OIC	KEFLAVIK	9807	
SHORE				
CNET	LIASN ED/TRA PLNS	WASH DC	9804	
DISA	SATCOM ENG	WASH DC	9804	
DCUNC	STAFF PLANS	TAMPA	9806	
DCUNC	P & P DIR	TAMPA	9806	
JSOC	CH INFO SYSTEMS	FT BRAGG	9807	

○ Aviation Retention Team

CNO's Naval Aviation Retention Team, established by the Chief of Naval Personnel (CNP) and Director, Air Warfare (N88), completed its visits to the major Naval Aviation locales in early December. Upon our return we summarized the issues and comments of the fleet and CAPT Ralph Miko (N88W), the team leader, briefed these issues to the chain of command including the VCNO, CNO, and Secretary of the Navy. At all our visits you asked "How will we receive feedback?" As was mentioned then, the primary method for information dissemination is through the chain of command supported by message traffic and our numerous professional publications such as *Perspective*.

Continued on pg 16

CNP and N88 received debriefs from the Aviation Retention Team following each road trip. The fleets comments and more importantly your ideas were not only being heard by flag officers, they were sought out. What can be frustrating is that change seems to be slow; however, CNO, CNP, and N88 did not wait to change policy until the retention team finished their trips. As you heard at the Team briefs, the frustration with lack of spare parts and flight hours has already been addressed with partial funding improvement for 1998 and a major funding influx for 1999. On the personnel side GMR was canceled for group travel (no more "smart per diem" when you go to Fallon or Roost Roads), Family Separation Allowance was increased \$25 per month, and the PCS account was funded to allow moves throughout the year. Additionally CNO and CNP continue to push forward the Uniformed Services Payroll Savings Plan, formerly the Thrift Savings Plan, which provides an additional tax deferred savings option for military members. It is realized these initiatives do not solve all the frustrations felt in the fleet but it is the beginning.

In the last two months there have been two Navy 4 star conferences, an Aviation Flag, and a Navy Flag officer conference. In each of these meetings retention has been a major topic. Naval aviation's visibility highlights this but retention is a service wide issue and the initiatives of the aviation community will consequently benefit the entire Navy. As changes occur the word will be spread to the fleet through the aforementioned mediums. You are being heard, naval aviators have always been counted on to get the job done, never willing to sit back and hope the problems work themselves out. Keep your calls and letters coming but most importantly use your chain of command; it does work. Throughout the year our office has responded to numerous letters and taskers for commanding officer conferences. Those taskers are your voice and it is our job to respond. r

*LCDR Bernie Ryan (N131V)
Aviation Officer Community Manager*

VFA

Shopping Bonanza. That's right. SHOPPING BONANZA! Why cringe every time the Asian market falls? Don't let it take your mutual funds down. You can take advantage of an incredible buying opportunity in the undervalued sector of material goods today! Electronics, furniture, china and more all at decreasing prices. Here is what we can offer:

1. Round trip tickets for you and your dependents from anywhere in the states.
2. Two to three years of investment time in the area of Yokosuka or Atsugi, Japan - just outside of Tokyo!
3. Occasional cruise opportunities to other countries as far away as southwest Asia to take advantage of their shopping frenzy.
4. Cross country flights to places like Korea and Guam for the shorter shopping expeditions.
5. Meticulous care of your purchases by the Japanese packers when you return to the states.
6. COLA to increase your buying potential.
7. And, for those of you who act quickly, we may be able to throw in some leadership or safety schools to enhance your overseas experience.

This is not a gimmick, but there are limited seats available. Don't wait! You can be the envy of the neighborhood with tonsu's, Fitz and Floyd China for every occasion, rosewood dining sets, state of the art electronics, and even Elvis on velvet. Special qualifications apply for first tour pilots, and you may be offered this opportunity only once in your Navy career. Contact the personnel firm of Speedy and Magwai for more details and watch for our infomercial. Don't let this shopping bonanza pass you by. Call today! r

*LCDR Mike White, PERS-432F
e-mail p432f@bupers.navy.mil*

HELO (Shore)

As we begin warming up from the winter freeze, I want to discuss detailing priorities for first tour pilot, so you have a better idea of where I am coming from. As most people know, the detailing process is supposed to be a triangle, with the three sides representing your desires, your career progression, and as always the bottom line is the needs of the Navy. My priorities for first tour pilots rolling off sea duty are the FRSSs, TRACOM, and recruiting—basically any accession program. Other billets, such as community fill jobs at the wing, or other staff billets are next. Finally, station pilot and the other "out of the ordinary" billets come last. These are also in priority of what is good for your career because they are the most competitive. Keep this in mind as you work on your preference card.

As hopefully most of you know, the Bureau is making the move to Memphis this summer. What does that mean for you? Well first off,

when you come to visit us, you can make a trip to Graceland at the same time! I really don't think it will have much impact on individuals. However, for the next couple of months, some detailers and placement officers are going to be in two different locations. Some will be here in DC and some in Memphis. So, things we used to walk across the hall and discuss are going to have to be done by fax and phone, and thereby likely to take longer to work on. But with the increased use of e-mail, this period should hopefully be fairly smooth for the fleet.

Another subject of interest is the Department Head Screen Board. The CNO has directed that there will be no more department head screen boards. What does that mean? That's a good question, and we are still working on that. But the CNO has said that communities are going to manage their department head requirements and slating. So although we won't have the formal board--for the next couple of years at least in a couple of the helicopter communities--we'll still have to have some selection process if we have more people than we have requirements. More to come on that subject.

Looking forward to seeing you all at NHA in beautiful San Diego. Have fun and keep those turns up! r

*LCDR Mike Coughlin, PERS-432Q
P432Q@bupers.navy.mil*

VAW/VRC

Where do I go from here? The last Department Head (DH) Screen Board selected 100% of the pilots and 75% of the NFOs from VAW/VRC for operational DH. That ladies and gentlemen beat all the other aviation communities hands down. Your operational opportunity percentages will be unaffected by the elimination of the Aviation Dept. Hd Screen Board; i.e., the same number of slots will need to be filled.

A quick look at the latest Command Screen Board reviles some valuable historical data. Ninety-two percent (92%) of the VAW/VRC records that screened served in the FRS, NSAWC, or TRACOM. We have traditionally preached about the value of an FRS or NSAWC tour and rightly so, but TRACOM can pay big dividends by giving you the opportunity to break out against large numbers.

There lay several attractive billets in the garden for your first shore tour, many of these give you non-observed or one-of-one fitness reports. These tours can be survived by following two simple rules: (1) Have a strong first sea tour; and (2) Follow on to a highly competitive tour (i.e., CV/CVN) and hit the deck running.

LCDR Chris Plummer is out of here, and on his way to the fleet. Thanks for the great turnover Plumbob.

*LT Randy "Jethro" Blackmon
e-mail p432e@bupers.navy.mil*

Warfare Transition

The Warfare transition Board is held twice a year in June and December. If you are interested in the June 1998 Board, see MILPERSMAN 1820240 for information and submit your package to PERS-432E no later than 1 April 1998. You may request a transition to two platforms. Ensure your package includes an endorsement from your commanding officer and a letter signed by your flight surgeon stating that you are medically qualified to fly the aircraft you are requesting. Endorsements and the flight surgeon letter need not arrive with package but **must** arrive prior to board convening. Transitions are based solely on the needs of the Navy, your record, and your request. During the December 1997 Warfare Transition Board, 38 requests were screened and 8 transitions were offered to VAQ, VF, VP, and VQ. The June 1998 board will be targeting YG92 officers and junior. This is based on an individual's ability to complete transition training, a nugget tour, and remain competitive for LCDR. If you have any questions call DSN 224-8708 or e-mail. r

*LT Randy Blackmon, PERS-432E
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VF

Greetings my people. For those who don't know it, there has been a changing of the guard here in DC. Tojo has completed his "community service" and has returned to the fleet. Thus, I'll start this with a quick introduction before I get on to the real news. I'm LT Tom "Tip" O'Dowd. My background includes two WESTPACs with VF-2, a three year instructor tour at TOPGUN, and most recently, a very enjoyable summer Med cruise with the VF-14 Tophatters.

At the time of writing, I haven't been here long enough to don the tights and take on the identity of this MILPERS Man guy I've been hearing so much about, so I still see things from a fleet perspective. Hopefully I'll be able to keep that perspective for the entire tour. I have been here long enough however to make a few observations and form a few opinions on areas that have continually come up. Here's Tip's top 5.

1. My phone never stops ringing. Once someone gets through, it doesn't make sense to interrupt that call until I'm certain that I understand what it is that the person on the other end needs, or

VF Continued on pg 19

VAQ/VAM

Congratulations. You have survived the tenure of yet another revolting, detestable detailer/placement officer team. (Frank was revolting, I was detestable.) By the publication time of this article, LCDR Fred "Beaker" Niles and LCDR Bill "Reavbo" Reavey will be firmly in place in Memphis eating barbeque (and maybe powdered donuts with Elvis). Beaker and Reavbo are both great guys ... (as far as you know).

As I leave the detailer job, my departing gift to you is the secret to a great set of orders. Timing? Trivial. Performance? Insignificant. The critical element is ... secretaries on your side! It is the difference between the, "Hinkley - you better take care of my friend this time!" and the "Hinkley, it's that pain in the neck again!" handoff. I would definitely be remiss in my duties if I left without properly acknowledging the ladies that have made BUPERS as much of a "home" as possible to wayward detailers and transferred your calls my way. Even though the names and voices will be different in Memphis, accurate secretary "recce" will always be invaluable. Use the information below to help you at least until Summer 98 ... then you're on your own. You'll always be answered by:

(1) The one and only BUPERS matriarch, Ms Dorothy Wylie, affectionately known as Aunt "D". Dorothy has answered the naval aviation phone lines for over 20 years, has worked in BUPERS for over 31 and, as she says, has had to put Jay "in his place" when he was calling as just a LTJG (Jay Johnson, that is ... perhaps you've heard of him.) Famous for her banana pudding and "stylin" hats, if Aunt "D" likes you, you're in. (2) Our beloved "Nannie" Hawthorne - with over twenty years at the Bureau, her placard fondly reads "Chainsaw" indicating that you don't want to be on her bad side! (*Confidentially, her big heart makes her bark much worse than her bite*). Nanny is renowned for her tight control over the 432 bottled water supply and a deliciously mean crockpot of barbeque! (3) Ms Linda Mitchell - with a remarkably pleasant phone manner, Linda has been sitting in the middle of the detailer shop for my entire tenure, but never speaks to any of the detailers in person. Therefore, I can only assume that she must be as extremely wise as she is pleasant. Try your best guess and surprise them with their first name the next time you call—it may just be the first step to a great handoff to your detailer!

In closing, it has been my distinct honor and privilege to have worked with and for so many wonderful people and outstanding naval officers here in PERS-43 and throughout the VAM and VAQ communities. I appreciate your patience and flexibility when creatively working orders and I look forward to working with you in the Fleet. Best of luck and fly safe. r

LCDR Brian "Hinks" Hinkley, PERS-432K
e-mail p432k@bupers.navy.mil

Education Corner

Naval Postgraduate School. The FY98 Naval Postgraduate School

slots are filling up very quickly. Slots are still available in Ops Analysis, Joint C3, Space System Ops, USW/Applied Science, Electrical Engineering and Electronic Warfare. Space Systems is an 18 month curriculum while all others are 24 months. If you are interested in starting any of these curriculums please contact me because at the present time I can..."SHOW YOU THE MONEY". r

LT Steve Barnett, PERS-432J
e-mail p432j@bupers.navy.mil



Note: If you are interested in graduate education please contact your platform detailer first.



VQ

Since my last article was a marathon I will try to keep this short. For those of you up for CDR or LCDR, I have mailed out your PSRs which you should have received by now. Please look them over carefully for accuracy, continuity, and completeness. If you find problems please refer to **The Reference Page** located in the back of this and previous issues. If that fails to give you the answer you need please give me a call. The CDR board is scheduled for 09-27 March and the LCDR board is scheduled for 06-24 April.

Many of you have been calling and asking about possible future homeport changes and squadron composition on the EW side of the house. There have been many proposals with none near final approval yet. If anything does change, I estimate it will be FY00 before changes, if any, take place. Bottom line, if you are in the window for orders don't worry about it as it will not impact you in the short term.

As most of you know, we started the year with a big funding crunch that looked like it would put many of you rolling in third and fourth quarter on hold. The good news is that we expect an augment anytime now. The other than good news is that "the check is in the mail" and as of yet I am not sure of the amount of the augment and it's impact upon the large number of you left awaiting orders out there. Priority will go to those rolling to sea duty and TRACOM.

Thanks to those of you who have been jumping out in front of the power curve and e-mailing or phoning in your preferences 9-12 months prior to your PRD. Knowing your desires early does a world of good in

helping me match you to a job that fits your career needs, the needs of the Navy, and your preferences. I will do my utmost to get you what you want, but as I have learned rapidly here, timing is critical. You may not get your exact desires due to the simple fact that there is not a billet available.

Billet availability is controlled by the placement of officers in conjunction with the multiple commands they represent. It is my job to negotiate with the placement officers as your representative to find you a billet. A sure way to short circuit the process is for you to jump in the middle of that loop and contact the placement officers directly. It is not their job to fit you into a billet, and when contacted, they will politely direct you back to your detailee. Please don't make the mistake of short circuiting the process.

VP We would like to take this opportunity to say farewell and thank you to LCDR Adam Smithyman as he departs and heads off to VP-46. Wish you the best of luck in your department head tour. LT George Vassilakis has taken over as the VP sea detailee. Welcome aboard to LT Brent Klavon who comes from the USS THEODORE ROOSEVELT and will be the new shore detailee.

Those of you who are in zone for CDR and LCDR should have received a packet by now that explains how to review, update or correct your record. Please take the time to review this material. If you have any questions please do not hesitate to call. Remember this is your promotion.

Still receive many questions about transferring from the disassociated sea tour. Please know that placement officers and detailers are committed to transferring you as close to PRD as possible in order to meet your next career point. YG87 department heads have been issued 30 month orders and this will continue to be the case for future year groups.

Many people may have now heard that dept. head screen boards have been canceled. Request YG88 officers get their DH preferences in to us as soon as possible. The goal is to do a DH slate as soon as practical after the LCDR results are known. YG plus 11 is the target for being in your department head tour. You should review where you are in your career and what you need to do to meet these milestones. As specific questions arise please contact us. r

*LT George Vassilakis, PERS-432P(VP Sea)
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*LT Brent Klavon, PERS-432I(VP Shore)
e-mail p432i@bupers.navy.mil*

On the job front, jobs are available in Hawaii as an OIC, Corry Station in Pensacola, joint in STRATCOM, recruiting in upstate New York, and NROTC at Texas A&M. Additionally, I'm also always looking for volunteers from the EP-3 side of the house to take the challenge and participate in Operation Southern Watch as a mission planner on a TAD basis.

Along with the PCS augment, we are supposed to get some TAD dollars to allow me to come out and visit the commands. Keep your fingers crossed as I am looking forward to coming out and seeing all of you in the near future. r

*LCDR Dan Doster, PERS-432U
p432u@bupers.navy.mil*

VF continued from pg 17

I've been able to fully answer their question, even if another line is ringing (which it always is). If I don't hold to this, nobody will ever get any orders. E-mail has become the best way to make initial contact.

2. There are several fiscal rules/restrictions that make the PCS world go 'round. I am expected to obey these. If you receive a "no" answer from me due to one of these rules, I haven't gone to the dark side. My ability to break one of these rules, or take a face shot trying, will depend on your individual case. Expect personal or family hardship to be part of a winning argument.

3. Don't ask to get out of GREEMAIN and bonus obligations. For the sports fans in the group, equate it to how you feel when one of Major League Baseball's high priced prima donnas decides that he's going to hold out because he no longer thinks he has to honor a contract that he signed. Again, unless there is some type of hardship, expect to honor your commitments to our community.

4. If you are attempting to network or work your own orders, realize there is a difference between a CO saying he'd like to have you come to his squadron and a CO actually picking up the phone and calling the placement officer to request you. The former may get you penciled in but it won't get you "re-penciled." The latter may get you where you want to go, as long as the detailing house of cards doesn't start to tumble as we shuffle your orders. More often than not, one change starts a fairly large chain reaction.

5. Squadron manning is based on preferences (yours and the command's) combined with available slots and an equitable spread of talent. Of the personal requests we read 99% are like this:

1. Some particular F-14D squadron
2. All East Coast F-14B squadrons
3. The other F-14D squadrons
4. The East Coast F-14A squadrons
5. The West Coast F-14A squadron
6. The Japan F-14A squadron

As a voice of experience, I am telling you to go where you are wanted! This is more important than the type of aircraft you fly, which ocean you sail and, yes, even which country you live in. Department head candidates who willingly accept a slot anywhere will increase their chances at a department head tour as well as the timing of that tour. Likewise, "taking one for the team," so to speak, will also serve as a tie-breaker for follow-on tours. Read on

The hot topic of discussion for this quarter is the Department Head Screen Board. To simplify things, it's history. This is a direct product of the retention team's report to the CNO. This will allow us to move back toward the old way of doing business in the days before the de-

partment head screen was concocted. This year may still prove to be difficult as there are approximately the same number of department head candidates vying for the same number of department head slots as there were last year. With some careful PRD management however, we should be able to increase the number of Tomcat officers who receive department head opportunities. (The number last year was approximately 55%). As a result, some aircrew should expect slight delays before the start of their department head tours. As Tojo talked about in the Nov-Dec issue of *Perspective*, beginning with next year's screen group (SG), the department head crunch wasn't going to be nearly as bloody as it has been in the past. By sliding some officers slightly to the right, we'll be able to maximize the number of operational department head slots available, while making the selection percentages more equitable from year to year. The delay is more career feasible than it used to be in the past. While a LCDR may be

looked at below-zone for CDR, he/she is not looked at for aviation command screen until being selected for CDR. In the past, one of your "3 looks" came when you were below zone. Department heads who hadn't completed their department head tours lost one of their 3 opportunities. Now the goal will be to finish the department head tour before the in-zone look for CDR.

As a parting shot, I've often heard the detailer referred to as the "most hated man in the community." I don't mind having the title if it is thrust upon me, however I seriously hope not to deserve it. I've carried my thick F-14 skin to DC with me so if you would like to register a complaint with the Tomcat complaint department (me) feel free to let the constructive criticism fly if it will help me do a better job. I am looking forward to the challenges of this job, and, with a little assistance from my fleet brethren, kicking some tail.

Remember, it is cool to fly fighter jets.

LT Tom "Tip" O'Dowd, PERS-432G
p432g@bupers.navy.mil

Flag Aide Placement from pg 3

more about the Flag Aide Placement program, feel free to call me directly at (703) 614-4022/DSN 224-4022. I can also be reached via e-mail at p44a@bupers.navy.mil. Looking forward to hearing from you.

Command	Billet	Billet Code	Fill Date
COMLOGRUWESTPAC	Executive Assistant	1110/O-4	9805
COMCRUDESGRU TWO	Flag Lieutenant	1050/O-3	9805
COMUSNAVCENT (BAHRAIN)	Flag Lieutenant	1050/O-3	9805
COMNAVFORJAPAN	Flag Secretary	6410/O-4	9805
COMLOGRUWESTPAC	Flag Lieutenant	1110/O-3	9805
COMCRUDESGRU TWO	Flag Secretary	1050/O-4	9805
COMNAVFORJAPAN	Flag Aide	1000/O-3	9805
COMCRUDESGRU THREE	Flag Lieutenant	1050/O-3	9805
COMPHIBGRU THREE	Flag Lieutenant	1110/O-3	9806
COMINWARCOM	Flag Lieutenant	1050/O-3	9806
COMCARGRU FOUR	Flag Lieutenant	1302/O-3	9806
COMCARGRU ONE	Flag Secretary	1302/O-4	9806
CNO	Flag Aide	1000/O-4	9806
COMPATWINGSLANT	Flag Lieutenant	1302/O-3	9807
COMTHIRDFLT	Flag Lieutenant	1050/O-3	9807
COMICEDEFOR	Flag Lieutenant	1302/O-3	9807
COMCRUDESGRU EIGHT	Flag Lieutenant	1050/O-3	9807
COMCARGRU FIVE	Flag Secretary	1302/O-4	9807
COMNAVSURFGRU MIDPAC	Executive Assistant	1110/O-4	9808

VS

Just returned from a fantastic detailer trip to Jacksonville, FL. I was fortunate to talk to the four squadrons in town and it seemed like I talked one-on-one to most everyone. A lot of concerns were raised over the future of the VS community and naval aviation. The Viking community currently faces several challenges which include a continuing NFO shortage, lack of aircraft and parts, pilot and NFO retention, and a decreasing naval aviation budget. There is no doubt some changes are on the horizon in the coming year for the VS community, but I'm confident that we will not only survive but excel. Only time will tell what our future holds, but I remain optimistic and believe our future continues to look bright.

Continued on pg 26

Restricted Line, Staff Corps, TAR

○ Engineering Duty {PERS-445}



fax: DSN 223-1230; (703) 693-1230

WORLD WIDE WEB HOMEPAGE:

<http://www.bupers.navy.mil/edo>

E-mail Address Retired. The old standby e-mail address, ed_detailer@hq.navsea.navy.mil, is being retired. With the most recent upgrade of the BUPERS computer systems, detailers now have access to other e-mail servers and have experienced few connectivity problems. The NAVSEA system was a good bridge until this upgrade was made but it is a redundancy no longer needed as we get ready to transition to Tennessee. Please ensure that you update your e-mail address books to replace the old detailer address with our new P445 addresses. Special thanks to NAVSEA for supporting our past needs.

Acquisition Professional Community. With the start of fiscal year 98, waivers for past experience are no longer being granted as substitutes for required schools. In order to get an Acquisition AQD, you must now complete the requisite schools as well as have the necessary experience to qualify for a specific certification. Your commands should be able to schedule quotas at the various schools necessary for certification. Once you have met all the requirements and have your commanding officer's approval, you need only send your detailer: a copy of your school completion certificate, the checklist found under the APC program located on the Web Page, and a command endorsement ... we will take it from there to get you your new AQD.

As a reminder, all EDO CAPT jobs require membership in the Acquisition Professional Community. Therefore, as soon as you are eligible, you should ensure that you apply for one of the two annual AP Boards.

Moving to Tennessee. The Engineering Duty Detailing shop will be moving from Washington, DC to Millington, Tennessee starting in mid-June to be completed by the end of July. While we will do everything in our power to make this move transparent to our community, we may be slightly less responsive to some requests during this time frame. Please be patient as we get settled into our new office spaces.

As we make this move, there will also be another change in office personnel. CAPT Rau will be relieved by CAPT Dave Russell in June. CAPT Russell is reporting to Millington in June from SPAWAR. CAPT Rau will be reassigned to NAVSEA 07 in July.

EDO(N) Program. The EDO(N) Program, is a new program designed to develop Carrier Reactor Officers while maintaining a viable career path to ED Command. Eligible Surface Nuclear qualified Officers should contact the ED Detailer or PERS-422 for more details, or browse the EDO Web Page for a sample career track.

ED Job Listing. An Excel spreadsheet with all ED billets, the city where the job is located, the job requirements, current incumbent, and current PRD is now available to all EDs. This data base is the same one used by the detailer to determine job availability and can help you identify potential job opportunities. It is easy to use the autofilter function in Excel to quickly sort jobs by any combination of discriminates such as paygrade, location, and PRD. To get your copy of the monthly updated data base, send CDR Petersen an e-mail requesting the data base. In return you are asked to send back the job title of the billet you are currently assigned.

Lateral Transfer/Redesignation. Because of caps placed on some of the URL communities, we need to encourage all qualified officers to consider applying for Lateral Transfer/Redesignation. The Lateral Transfer/Redesignation Boards meet twice a year. Applications for the April board are complete, the application deadline for the October board is in July, 75 days prior to board convening date. Please have anyone who is interested in applying contact the detailer.

CAPT Rau (PERS-445)

e-mail p445@bupers.navy.mil

CDR Petersen (PERS-445B)

e-mail p445b@bupers.navy.mil

○ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163



AEDO Picture

New Offices. The offices of the Head AED/AMD detailer and the career managers have moved. We are now located in Crystal Gateway Four, room 1414, across from the NAVAIRSYSCOM Washington liaison office. Please note our new address and phone numbers listed below. If you happen to be in town please stop by and say, "Hi." We promise designer coffee and friendly conversation.

Promotion boards are just around the corner. If you have not taken the time to review your microfiche and PSR, now would be a good time. Double check your microfiche for an up-to-date picture (it should reflect your current grade), FITREP continuity, and personal awards (make sure they are in the microfiche as well as on your PSR). An incomplete record sends an unwanted signal to the board. Check your AEDO directory for addresses and phone numbers on where to send updates or see the Reference Page at the back of this issue. It's up to you to keep your record updated; don't let this chance slip by.

Interested in transferring into the AEDO community? You have two chances a year during the Lateral Transfer/Redesignation board. The next board is scheduled for 13 April 1998. Applications should have already been received by PERS-251. The next board is in October with applications due 75 days in advance. MILPERSMAN article 1020150 outlines the application procedure. You may also call the AEDO career manager to have an information package sent to you.

Applicants come from aviation warfare designators with strong competitive records. Four years of operational experience is highly desired. Department head experience, technical degree, and postgraduate education are not required but significantly enhance any application. Test Pilot School is also desirable and approximately 40% of our community are Test Pilot School graduates. **Strong performance as a fleet naval officer is still the primary criteria for selection.** Technical postgraduate education and selection to test pilot school may occur after your selection as an AEDO. Target year groups are 84-91.

AMDO Picture

MAINTAINER'S RULE BOOK

**** FLEET CUSTOMER SERVICE ****

***** FISCAL RESPONSIBILITY *****

**** RIGHT FOR NAVAL AVIATION ****

Congratulations to all of the recent Major AIMD officer selectees. This milestone in your career will offer a unique and challenging opportunity to own and operate "the candy store" using all your accumulated O & I level experiences. Whether afloat or ashore, this command equivalent tour will be one of the best.

Attention all ALL AMDO 1527s. Congratulations to all of the recent CDR selectees (see web page <http://greenshirt.nalda.navy.mil>). CDR Craig Smith will continue handling all of the community management issues relating to community size, billets, and promotion phasing. For all questions regarding future assignments in all pay grades, roll dates and job availability, contact the detailer, CDR Fred Cleveland at DSN 664-4869 or (703) 604-4869. Our community is fortunate to detail at least one year ahead of PRD and issue orders at the six month point. The TAR contingent of the united AMDO community has grown significantly since its inception in 1990. We continue to deal with managing more billets than bodies within our profession, so contacting the detailer early remains the key to placing the right officer in the right job.

Go to Sea and Perform. How many times have we heard this old phrase? The plain truth remains that we are a vital force of strength within the Navy because the AMDO career path mirrors that of the URL warrior. Our value to the naval service centers around the expertise AMDOs offer to the deployed war fighting capability. Submariners, surface line of officers, and aviators appreciate what we do because they understand the environment in which we operate. No other designator offers the mix of education, experience, and logistical expertise in aviation maintenance management as the "combat AMDO" does. Keep this in mind when searching for the best career opportunities; we are a sea going community.

Lateral Transfers/

Redesignations. The AMDO community is looking for several proven fleet performers to access through the lateral transfer/redesignation process. The April 98 Board applications should already be at BUPERS; the next Board is in October 98. **Target year groups are 91-96.** We welcome officers from all communities provided they have proven leadership skills and thrive on challenge. As one of the few communities that grew over the last year, we offer excellent promotion opportunity, diversity of assignments, and the chance to lead the finest enlisted force in military aviation. For additional information, contact LCDR Michael Disano, AMDO Career Manager, DSN 664-1680 x 2181, commercial (703) 604-1680 x 2181.

In closing, take another look at those ***maintainer's rules***, then ask yourself what you have done to contribute to each of those initiatives. Regardless of whether the Navy is expanding or down-sizing, these rules will apply. We are the stewards of Virgil Lemmon's legacy of maintenance excellence. Keep 'em flying!

NEW ADDRESS AND PHONE NUMBERS.

AED/AMD Head Community Manager

CAPT Dale Milton USN
NAVAIRSYSCOM AIR-8.0P
1213 Jefferson Davis Hwy, CG4 Rm 1414
Arlington, VA 22243-5120

(703) 604-6033 x2255
DSN 664-6033 x2255

e-mail bennaj.ntrprs@navair.navy.mil

AED Career Manager

LCDR Clay Snaza USN
NAVAIRSYSCOM AIR-8.0P1
1213 Jefferson Davis Hwy, CG4 Rm 1414
Arlington, VA 22243-5120

(703) 604-6033 x2256
DSN 664-6033 x2256

e-mail snazacj.nimitz@navair.navy.mil

O Public Affairs {PERS-448}

DSN 224-2708;
commercial (703) 614-2708;
fax: (703) 614-5186



Career Management Tip - Update Your Record. The FY99 promotion board cycle is in full swing. All eligible officers, whether above, in or below zone, need to check their records for continuity. Even if you're not promotion eligible this year, it's probably a good idea to check your record before the Bureau's move to Memphis in the summer of 1998. Following are useful points of contact.

Microfiche and Personnel Summary Report (PSR) requests must be made **in writing**. You can fax your request to (703) 614-8882 or mail it to:

Bureau of Naval Personnel
PERS-313C1 PSR
2 Navy Annex
Washington DC 20370

If you have questions about your record after receiving it, call (703) 614-3654. Missing transcripts should be sent to PERS-1031D at the above address.

As always, the detailers are standing by to assist if you run into problems.

A Career in Public Affairs. With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to fully inform Navy people on the issues affecting their careers and families.

Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet commander-in-chief, or as the PAO for a large naval base or station. The billets are located afloat and

ashore— aircraft carriers, type commands, numbered fleets, major shore commands, headquarters activities and joint staffs.

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you. Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. Although the deadline has passed for the April board, the next board is scheduled to meet in mid-October with applications due 75 days prior.

Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LCDR Kelly Merrell at DSN 224-2708 or (703) 614-2708, or e-mail LCDR Merrell at p448b@bupers.navy.mil

Congratulations to those officers selected on the October 1997 board. LT Chito Peppler, LT Dora Staggs, LT Daniel O'Neal and LTJG Kyra Hawn. r

○ Cryptology {PERS-4410}



DSN 224-3403

commercial (703) 614-3404;

fax: (703) 697-0992

Worldwide Deployability. The key to a successful career is taking the hard jobs whenever available and wherever they are located. With the exception of a few officers whose family members have documented special needs (see *EFM* article below), all cryptologic officers, ENS through CAPT, should expect orders to challenging overseas assignments. Call your detailer for a list of the overseas billets available to you.

Exceptional Family Member (EFM) Program. Do you have a family member with special needs? The Navy's EFM Program ensures your family members receive the care they require. Eligibility for

EFM enrollment includes family members (spouse, children, stepchild, adopted child, foster child, or dependent parent), who reside with the sponsor and possess a physical, intellectual or emotional disability that requires special medical or educational services. Enrollment in the EFM Program ensures confirmation of availability of medical and educational services at overseas locations, ensures the availability of medical services at isolated continental United States (CONUS) locations and identifies sponsors requiring assignment to CONUS facilities adjacent to major facilities, and identifies sponsors eligible for homesteading.

The location and timing of an assignment of an EFM sponsor will be given careful consideration. We will work closely with EFM sponsors to develop a normal sea/shore career path.

If your family has special needs, see SECNAVINST 1754.5 for all the information necessary for enrollment in the EFM program. Call your detailer if you have any questions.

Humanitarian Reassignments.

Humanitarian reassignment is designed to facilitate resolution of family hardships which require more time than leave can provide but that can be resolved within a reasonable time frame. A hardship must meet the criteria outlined in the Officer Transfer Manual (NAVPERS 15559A, Section 5).

The humanitarian aspects of all requests for change of duty and assignment to a particular station will be considered, but final determination will be made on the basis of billet requirements and the professional qualifications of the officer concerned. Call your detailer if you have any questions. r

○ METOC {PERS-449}

DSN 224-0520/1 or (703) 614-0520/1

fax: (703) 695-9925

E-mail: p449 (or p449b)@bupers.navy.mil

New Detailer. By the time this is published in *Perspective*, I will have been in place as the "new detailer" for about four months. First, I would like to thank CAPT Joe Swaykos for an absolutely fabulous turnover. Armed with CAPT Swaykos' expert guidance and the invaluable support and expertise provided by LCDR Paul Stewart, my assistant, I felt very comfortable putting on the headphones for the first time in early December. I would also like to thank former detailers, CAPTs Mautner, Mason, and Donaldson, for sharing their perspectives and previous detailing

lessons-learned with me. I look forward to working with all of you over the next several years as we bring the Naval Oceanography Program into the next century. Both LCDR Stewart and I will work hard to help you attain your professional goals and personal aspirations.

Flexibility means Better Choices.

Try to remain flexible as you aspire for those highly sought after jobs. Don't restrict yourself to one specific command or geographic area, and don't wait for the last minute to communicate those desires to us; this substantially limits our ability

to satisfy your career goals. It's never too early to let us know what your near-term and long-term career goals are.

FY 99 Selection Board Schedule.

CDR (FY99)	09 Mar 98
LCDR (FY99)	06 Apr 98
Transfer Redesignation	13 Apr 98
LT (FY99)	20 Jul 98

Those of you before a board this year should ensure that your record is accurate and up to date. If you have last minute items you wish to get to the board, please contact us or send a letter directly to the Board President. Our Homepage under the administrative section lists how to order your microfiche, make corrections and updates. Additionally, the Jan/Feb 1998 *Perspective* issues covered all of these topics indepth. Many records reviewed the week

prior to the start of this year's CAPT selection board required last minute updates. Remember, it is your responsibility to maintain an accurate and up-to-date record. We will assist you whenever we can but regular review on your part is a necessity. Over the next 12 months, our analog microfiche will be converted to digital microfiche by the Bureau. Regular review of your records is important to ensure the conversion is made without error.

PACOM Reorganization. One of the biggest challenges facing LCDR Stewart and I in FY98 will be the reorganization of METOC activities in the Pacific. We are hard at work on the BRAC funded transfer of JTWC to Pearl Harbor and closure of NPMOC-W Guam. Current plans call for the movement of 5 JTWC officer billets from Guam to Pearl Harbor in 9903 followed by the closure of Guam in 9909 (*officers will extend to 9910 to take advantage of FY00 funds*). One 6460 lieutenant will remain to support the COMNAVMARIANAS staff. NPMOC Pearl Harbor is also expected to begin ramping down in size in FY99. The redistribution of NPMOC-W and NPMOC billets will allow the upgrade of NPMOFs Yokosuka and San Diego to the Naval Asian METOC Center (FY99) and NPMOC San Diego (FY00), respectfully. NPMOD Whidbey Island is also ex-

pected to be upgraded to facility status in FY00 or FY01. As we shift a significant number of billets to these three fleet concentration areas, some officers will be "requested" to fulfill "needs of the Navy" in order to meet the planned upgrade timelines. These PCS moves will take place gradually over the next 2 years. If you are interested in one of the three geographical areas please let us know now and we will include you on the prospective fills list as the billets come on line. The small size of our community may result in some gapped billets and fewer face-to-face turnovers.

Other Billet Changes. Here are a few recent changes: OIC Fort Worth will become a CPOIC (9806); OIC New Orleans will become Director of the Stennis Component supporting the Customs Department (9803); USS Nimitz refueling (no fill until 0010); and USS Stennis moves to San Diego (9808).

Detailing trips. The West Coast trip to San Diego and Monterey was very productive in December followed by

FY99 Promotion Zones are listed below and we are already looking toward FY00 zones. So if you anticipate a retirement or resignation in FY00, please let us know early so we may plan accordingly.

CAPT	ZONE 12	SELECT 6	NAMES Barker Gunderson
CDR	17	11	Petzrick Baker
LCDR	15	11	Fralick Wilson

the Western Pacific trip in February. Both CAPT(sel) Lawson and LCDR Stewart are eager to get out and see as many of you as possible, so please make the effort to see us when we visit your homeport.

The Move to NSA Memphis. The move is still scheduled for May through August 1998. LCDR Stewart will be moving in June and setting up the Millington branch followed by CAPT(sel) Lawson in July. We will operate dual offices for approximately 30 days until Millington is fully operational. This will be a hectic time for all involved so please contact us early if you have special needs or concerns.

Community Data Available on Homepage. Our Homepage versions of the Roster and Career Planning Guide have been well received. We have included an alpha, lineal and billet listing in an Excel spreadsheet format. These listings come directly from our computer base and are as accurate as the command diaries which update them. Keep in mind that the BUPERS data base tracks day by day. For example, if you were at an intermediate stop en route to your ultimate command on the day the data run was made, then your command will read that intermediate stop, an accurate representation. We also included a community e-mail and phone listing. r

METOC Hot Fill Billets.

Command	Rank	Billet	Date
CNMOC	CDR	Fleet Systems	9806
CNMOC	CDR	Tactical Applications	
CNMOC	LT	SURVEY OPS	now
FNMOC Monterey	CDR	Stf Ops & Plans	
FNMOC MSC Asheville	CDR	Modeling and Simulation	9806
NEMOC Rota	LT	OCEAN SVCS	
NPMOC Pearl Harbor	LCDR	CDO	
NAMOC Yokosuka	LTJG-CDR	Many new billets	
HQ NAVSOUTH Naples	LT		9710
COMPHIBGRU ONE Okinawa	LCDR	Staff Oceanographer	9806
NIMA (formerly DMA)	CDR	Requirements Officer	
NIMA	LCDR	Special Nautical Products	
NIMMA	LT	Navy Support Team	
NOPF Dam Neck	LCDR	Staff METOC	

VS cont. from pg 20

It's that time of year to start preparing for the upcoming boards. I've sent letters out to all of those in zone for LCDR and CDR in FY99. The zones have expanded this year more than they have in the past so some of you may not have expected to be in zone so early. Feel free to give me a call if you're uncertain when you're up for LCDR or CDR. When you screen your record after you've ordered your PSR and microfiche, look it over carefully. I am not a member of these boards and will not be screening your record, so you must screen your record yourself. Ensure your photo is current, your awards (MSM, NAVCOM, NAM etc ...) are in your record, and every FITREP is correct and accounted for. Recent awards or FITREPS not included on the fiche can be sent to the president of the board prior to the board convening. The days are gone when if you fogged a mirror you were promoted. Today's promotion boards are extremely

○ Intelligence {PERS-4411}

DSN 224-3072/3; (703) 614-3072/3
fax: (703) 614-2198



Welcome Aboard. PERS-4411 extends a hearty welcome aboard to CAPT Steve Saia. CAPT Saia became the Senior Intelligence Officer Detailer and Officer Community Manager in November 1997, reporting from the DNI support staff. He will see PERS-4411 through its transition to Tennessee in summer 1998.

PG School. All 1630s interested in going to Naval Postgraduate School (NPS) during FY99 should contact LCDR Matt Kohler, PERS 4411A. The 1630 NPS screening board for FY99 quotas will be held in May 1998. Competition for available quotas is typically strong and only the most qualified officers will be selected. Although NPS quotas have not yet been confirmed for FY99, spots are typically available for Science and Technology (S&T) (823), Regional Studies (824), Intelligence (OPINTEL - 825), Space Systems Operations (366), and Information Technology Management (370). Those interested officers should be prepared to specify the curriculums for which they would like to be considered.

Separating from Active Duty? Continue your naval career with the Naval Reserve Intelligence Command. With over 75 drilling units in 27 states, there's probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area or

competitive. Do yourself a favor and ensure when your record goes in front of the board it is updated and correct.

E-mail and voice-mail have made it much easier to get in touch with your detailer, so take advantage of them. I pride myself on returning phone calls and e-mails as soon as I possibly can. Also, don't forget to investigate PERS-43 on the BUPERS Home Page. You'll find the latest info on upcoming jobs, commonly asked questions, and VS community issues. Still, nothing takes the place of putting a face to your name like a one-on-one visit if you're in DC or if you see me on a detailer trip. LCDR Jim Wagner (VS Placement), LCDR Steve Pettit (his relief), and I will be traveling to San Diego in late April and back to Jacksonville for Viking Week East in May. Make an effort to come by and see me if you can, I look forward to meeting everyone in the Viking community. As always, take care and fly safe! r

LT Paul "Chester" Foster
e-mail p432s@bupers.navy.mil

CDR Steve Workman, Intel TAR Detailer, at DSN 224-3072, commercial (703) 614-3072.

Review Your Record. Experience with promotion boards highlights the requirement for officers to review their records. As a minimum, officers who are one year from their in-zone look for promotion should order their PSR and microfiche. The Jan-Feb *Perspective* described how to order and review these documents. Officer photos should be current with your present rank. BUPERS stands ready to assist officers in updating their records.

Senior Officer Billets. Please contact CAPT Saia if you are interested in any of these assignments:

Rank	Billet	Location	Fill Date
CDR	COMUSJAPAN	Yokota	ASAP
CDR	Naval Attache Finland	Helsinki	9902
CDR	Defense Attache Estonia	Tallin	9808
CDR	VQ 2	Rota	9812
LCDR	COMSUBGRU 8	Naples	9810
LCDR	COMNAVFORKOREA	Chinhae	ASAP
LCDR	USCINCCENT	Riyadh	9811

Junior Officer Billets. Please contact LCDR Kohler if you are interested in any of these assignments:

Rank	Billet	Location	Fill Date
LT	JICPAC	Hawaii	9810
LT	NCIS Bahrain	Bahrain	ASAP
LT	JICPAC JDET	Yokota	9901
LT	SDVT 2	Little Creek	9812
LT	HQ UNC/ROK/USKorea	Seoul	9810
LT	TRANSCOM	St. Louis	9810
LT	COMCMRON Two	Ingleside, TX	9810 r

O Supply Corps {PERS-4412}



DSN 224-2826; (703) 614-2826

fax (703) 614-8477

e-mail p4412@bupers.navy.mil

Augmentation. Augmentation is a cyclical process and the cycle continues as soon as one augmentation board is approved and the NAVADMIN message has been released. This message not only lists the names of the officers selected, but also identifies the date of the next board and the cutoff date for application submission. The board meets semi-annually in April and October.

In order to be considered for augmentation, you must complete 4 years of commissioned service and apply for each board. Applications are to be submitted via your Commanding Officer to the Chief of Naval Personnel (PERS-811). The cutoff date for applications is very important—applications are due to BUPERS no later than **75 days** prior to the board convening. Do not wait until the last minute to fax or express mail your application.

The due date is firm. Response post cards are mailed by PERS-811 when your application is verified and you are deemed “eligible in all respects” for the 3100 designator.

The President of the Transfer/Redesignation Selection Board is normally a line officer. Two Supply Corps officers serve as members of this board. When all officer communities have completed the selection process, the board President reviews the results. Upon approval, the list of selectees must then go through BUPERS PERS-82 (Military Personnel Performance and Security Department) for review. After CNP has approved the board results and the NAVADMIN released, the list must receive Senate confirmation. Once the Senate has

confirmed the selections, the list is returned to BUPERS for administrative processing.

A second NAVADMIN, usually released about six to eight months after the first, authorizes commanding officers to deliver the regular appointments. Upon notification of selection for augmentation by NAVADMIN, selectees will submit written acceptance or declination of augmentation to BUPERS (PERS-811) via their commanding officers.

At the present time, an officer has 120 days from the date of the second NAVADMIN to accept this regular appointment. Acceptance obligates the officer for an additional two years of active duty service. Resignations will not be approved during this period.

Following receipt of your acceptance, commission certificates will be prepared for those officers being appointed to the regular Navy. To speed receipt of the commission, commands should include a self-addressed, franked address label which includes the officer's correct mailing address, residence or naval activity, to ensure delivery of the commission certificate.

Officers not previously selected and offered augmentation will be automatically screened by the board immediately following completion of 6 years of commissioned service.

Officers, regardless of years of service, will be required to augment concurrent with selection for promotion to LCDR. Individuals in this category must submit written acceptance or declination of the promotion and concurrent appointment in the regular Navy.

For more detailed information on augmentation, see the following references:

- SECNAVINST 1210.5A
- Naval Military Personnel Manual (MILPERSMAN) Article 1020120

If you have questions regarding augmentation, contact

FY 1999 Supply Corps Officer Promotion Plan

Rank	Opp	Flow Point	Senior In Zone	Junior In Zone	Junior DOR	YG In Zone	Zone Size	Selects
CAPT	50%	21-08	Sterrett, S.C. 007844-25	Durso, J.D. 008032-35	93-07	77-78	56	28
CDR	70%	15-09	Allison, P.R. 025146-45	Jones, M.G. 025417-40	95-01	83-84	81	57
LCDR	75%	10-01	Hoffman, S.J. 080964-25	Blesch, P.W. 081255-85	93-06	89	64	48

LT Jeff Rathbun at DSN 225-6304 or (703) 695-6304.

Officer Data Card (ODC) Update. Many officers have requested changes to Block 91 (Past History) of their ODC. Block 91 contains a maximum of seven activities in which the officer has served and includes dates, past duty station, homeport, deployment status, job title and the number of months the officer has worked in a specific billet. To correct past history data, circle or highlight the incorrect data on the ODC, include a short statement describing the exact data you would like corrected and mail to the BUPERS point of contact listed below. FITREPS and/or Letters of Appointment are required as supporting documentation.

Point of Contact: PERS-1031 / Sylvia Jones
Address: Bureau of Naval Personnel (Attn: PERS-1031), 2 Navy Annex, Washington, DC 20370-5000

If you are unsure about an item or would like additional information, Sylvia Jones can be reached at DSN 225-6096 or (703) 695-6096.

Postgraduate Selection Board Preparations. The Postgraduate (PG) Education Selection Board for Supply Corps officers will meet in conjunction with the FY98 Supply Corps LT Board on 27 July. Records for officers from year groups 1990 through 1994 will be reviewed. Ensuring your record is reviewed by the board is easy. First, your academic profile code (APC) must be better than 345. Secondly, your PG school preferences must be on file. Preferences can be submitted by sending an updated officer preference card to your detailer or by calling the Supply Corps Career Counselor (SUP OP31). "It's Your Career" (NAVSUP 552) provides information on PG school curriculums and how to update your APC. Officers already selected for PG School may request to be rescreened for the 810 Program by submitting a letter via their commanding officer to the President of the FY99 Postgraduate Education Board. Letters should be sent to PERS-4412Q, fax (703) 614-8477 before 01 July 1998. Contact LCDR Tim Colyer at DSN 225-6308 or (703) 695-6308 with questions concerning PG School.

Career Counseling. The Supply Corps Officer Personnel Career Development and Training Branch (SUP OP31) is available to provide individual interviews to officers to discuss career development, postgraduate education, service record maintenance, and other career related matters. Information is available to help develop long-term career plans or mentor subordinates. SUP OP31 will not be able to help determine your next duty assignment.

The detailers are always available to discuss short-term plans. Although it is advantageous to do these reviews in person, a review by telephone is possible. SUP OP31, LCDR Tim Colyer, may be reached at the aforementioned numbers.

Attention all LTs and LDOs. We have several career-enhancing billets (Stock Control, Stores, Aviation Stores) available in FY98 on large deck platforms (CV/CVN, LHA, LPH, T-AFS, AS, AOE) on both coasts and forward deployed overseas. These billets are professionally challenging, provide an opportunity to earn a second warfare pin, and are strong additions to any Supply Officer's resume. For further information on available billets, contact LCDR Greg Stroh, LT Sea and Overseas Detailer (OP 12A), at DSN 224-0918 or (703) 614-0918, or LCDR Ken Kearly, CWO/LDO Detailer (OP 11B), at DSN 224-0916 or (703) 614-0916.

The OP Homepage. The Supply Corps detailers and Officer Community Managers are now online. Log on <http://www.navy.mil/homepages/pers-4/pers-44/pers4412/index> and talk to your detailer or get the latest Supply Corps news. If you encounter problems or have suggestions/complaints please contact LT Kerry Pearson at DSN 225-6320. He can also be contacted via e-mail at: lt_kerry_pearson@navsup.navy.mil

○ CEC {PERS-4413}

DSN 224-3635;
commercial (703) 614-3635;
fax: (703) 695-7639



Professional Registration. Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facilities, design and construction contract selection and negotiation boards. It is also important since much of the professional workforce you will lead are registered as well. Your assignment options may be limited without registration. Lastly, registration is a determining factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program instruction (NAVINST 1520.8D) was recently revised. It outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, tuition assistance will fund up to 75% of the cost of a PE review course. Check with your local Navy Campus for details.

If your registration (PE, RA or Engineer-in-Training) is not shown in your record, fax a copy of your certificate to PERS-4413 at DSN 225-7639 or (703) 695-7639.

Acquisition Courses and Certification Levels.

Over 70% of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Nearly all LCDR and junior CEC billets are acquisition coded which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 225-7639 or (703) 695-7639.
- If you are a LCDR or senior and Level II or III certified, apply for Acquisition Professional Community membership. The board meets semi-annually to

consider officers for membership. Next board convenes 20 Jul 98.

The CEC Detail Office Homepage contains the list of training representatives and sample applications for certification levels and APC membership.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit preferences to your detailer through the preference card, fax, phone call or e-mail. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

PCS Funding Status. The mid-year PCS augment was received allowing us to shift detachment dates back into this fiscal year. Once PCS orders are received, all actions to move (e.g. move household goods and dependents, etc.) can proceed. The only action that must wait is the actual detachment from the losing command.

CEC Detail Office Home Page—Visit It Often.

<http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers-4413/p4413.htm>

O Chaplain Corps {PERS-4414}

DSN 225-4415;
commercial (703) 695-4415;
fax (703) 614-4725



Indefinite Extension. Notice to Chaplains with an Obligated Service Agreement (OSA) between 1 October 1997 and 31 March 1998 who wish to be considered for indefinite extension beyond their initial three-year obligation—**you must request an indefinite active duty extension.** MILPERSMAN 1030150 provides guidance for the submission of an indefinite extension request. Requests are forwarded to PERS-4414 and must include your commanding officer's endorsement and an updated ecclesiastical endorsement. **The request for indefinite extension must be received no later than 30 April 1998.** Notification concerning indefinite extension will be made by mail in June 1998.

Chaplains who do not desire indefinite extension beyond their initial three year obligation must submit a request for release from active duty. MILPERSMAN 3820150 provides guidance for the submission of this

request. The release from active duty request is forwarded to PERS-4414.

PG School Program. The decision to assign a chaplain to a particular location or billet is guided by a number of factors, including PCS constraints. Detailers must justify the cost of every PCS move. The reality is that money drives much of the detailing process. Detailers have been challenged by current PCS funding to increase the number of low cost or no cost moves. In light of the demand for fiscal prudence, the PG school program will be adjusted to conform to these detailing parameters. Schools selected for study will most often be near the chaplain's present duty station or the follow on duty station after PG school is completed. Those selected for postgraduate education are encouraged to consider the low cost or no cost criteria in making application to PG schools.

Calling Your Detailer. With BUPERS preparing for a transition to Millington, Tennessee, and the reduction of the Chaplain detailing staff from 5 to 3, it may be more difficult to reach your detailer. In some cases, questions directed to PERS 4414 can be more appropriately answered at a local level within the command or local PSD. Your detailing concerns and questions

are vital. Please make sure, however, that when you do elect to call your detailer that your question is truly a detailing concern. Check with your local Administrative officer or personnelmen to see if your question can be dealt with at that level. If your concern does not require an immediate response, use e-mail, always include your phone number. Seek the wisdom of senior or supervisory chaplains for future assignment advice when appropriate.

<i>Head, Chaplain Assignment</i>	<i>PERS-4414</i>
<i>CAPT Cooper</i>	<i>(703) 695-4355</i>
<i>Assistant Head</i>	<i>PERS-4414D</i>
<i>CDR Macnew</i>	<i>(703) 695-4363</i>
<i>Assistant Head</i>	<i>PERS-4414E</i>
<i>CDR Elkin</i>	<i>(703) 695-4410</i>
<i>e-mail: mail code@bupers.navy.mil</i>	

○ Medical {PERS-4415}

Medical Corps: (703) 695-7960
MSC: (703) 695-9004/5/7
Dental Corps: (703) 695-9100
Nurse Corps: (703) 695-7703
Medical Placement: (703) 695-5837



Dental Corps

Additional Special Pay (ASP) Contracts. Just a reminder: when you accept your yearly bonus (ASP), you sign a legal contract that obligates you to an additional year of active duty service. The paragraph that mentions payback in the event the officer leaves active duty prior to the completion of his/her contractual agreement has been an ongoing source of confusion. This wording is included for the convenience of the Navy and is a means for the government to recoup unearned money in cases where an individual is administratively separated (for cause) prior to the expiration of their ASP contract. It is not intended to allow the individual officer the flexibility to request release from active duty at their convenience. To reiterate, if you are not certain that you will be able to fulfill your contract, you should **NOT** request your yearly bonus.



Medical Corps

Medical Corps AQDs. Additional Qualification Designation (AQD) codes enhance officer and billet designator codes by identifying more specifically the qualifications of officers and the qualifications required by a billet or awarded to the incumbent of a billet. The AQD code consists of three characters, either alpha-numeric or all-numeric. The first character identifies a broad occupational area closely

related to the designator, the second character specifies the qualifications appropriate to that occupational area, with the third character further defining the specific qualifications.

An AQD code entered in an officer's record identifies the attainment of skills and knowledge, as recognized by competent authority, in addition to those identified by the officer, grade, NOBC or subspecialty. Cognizant Bureau of Naval Personnel assignment officers, in coordination with placement officers, are responsible for ensuring AQD codes are assigned to officers so their records are reflective of all qualifications and skills achieved.

Medical Corps AQDs can be found in the Navy Officer, Manpower and Personnel Classifications Manual, NAVPERS 158391, Volume 1, Part D, Health Services. AQDs are awarded for a broad range of skills in Aviation, Operational, and Clinical Medicine. For more information about AQDs, please contact the Medical Corps Assignment Officers at DSN 225-7960/61/62 or (703) 695-7960/61/62.

Preparation for Selection Boards. It's been said before, but it bears repeating: **CHECK YOUR RECORDS.** Due to the imminent move of BUPERS to Millington TN, all promotion boards have been moved forward. Check the BUPERS Homepage for the date of your board. If you are going to be above, in, or below zone this coming year take this opportunity to review and update your personnel record now.

The responsibility for ensuring the accuracy of your record lies with you. You should periodically review and update your microfiche, PSR, and ODC to ensure completeness and accuracy.

A definitive reference to answer most of your questions about promotions, your records and the "Who, What, and Where" of the whole process is the January-February 98 *Perspective*.

Medical Corps Assignment Section

CAPT M.E. Golembieski (PERS-4415M)

Executive Medicine

Anesthesia

Neurosurgery

Ob/Gyn

Ophthalmology

Orthopedics

Otolaryngology

Surgery

Urology

CDR M. L. Nathan (PERS-4415N)

Dermatology

Emergency Medicine

Family Practice

Internal Medicine

Neurology

Nuclear Medicine

Pathology

Pediatrics

Physical Medicine/Rehab

Psychiatry

Radiology/Diagnostic

Radiology/Oncology

LCDR T. M. Murray (PERS-4415R)

Flight Surgery

Occupational Medicine

Preventive Medicine

Research Medicine

Undersea Medicine

LCDR B. J. Wiley (PERS-4415U)

General Medical Officers (GMOs)

LT J. B. Poindexter (PERS-4415P)

Medical School Trainees

GME Trainees

PGME Trainees

Non-Clinical Trainees



Nurse Corps

Component UICs. Recently BUMED completed the Medical Department Readiness Realignment Plan (RRP) which will begin the alignment of billets identified by the Total Health Care Support Readiness Requirement (THCSRR) manpower model in support of our readiness mission. Basically what this means is Navy Medicine cre-

ated a model that matches THCSRR end strength to CONUS medical treatment facilities.

Component Unit Identification Codes (UICs) for operational platforms are being established at specific locations. The assignment process of realigning active and reserve medical personnel with the appropriate specialties to meet the missions of the various platforms will begin soon. As a result of the RRP, BUPERS will start to write orders to component UICs as part of the implementation plan. A specific example of the RRP is the relationship between the USNS Mercy and NMC San Diego. Nurses will receive PCS orders written to report to USNS Mercy NMC San Diego Detachment to support contingency requirements but would routinely be working at NMC San Diego delivering patient care. These personnel will be capable of performing the theater workload mission of the platform and the care of returning casualties mission of the medical treatment facility.

Communication with your Detailer. Phone call and electronic mail are important to the assignment process and allow you to express the reasons for your preference as well as giving the detailer an opportunity to provide you with some career counseling and guidance. Under ideal circumstances, the informal standard is to have officers actively begin working with their detailer 9-12 months in advance of their PRD. If you are interested in extending at your current duty station, please let your detailer know 9-12 months prior to your planned rotation date. Reserve officers (2905) requesting release from active duty need to submit a written request to the detailer that should be received by the detailer 6-9 months prior to the desired release date.

Regular officers (2900) who do not desire continued service must request to resign their commission. A written request must be forwarded to PERS-813/253 (*not your detailer*) 9-12 months in advance of your requested release date—be aware that the request can “be returned without action if the officer does not comply with the 9-12 months time frame specified (MILPERSMAN 3839320).” Retirement requests along with command endorsement should be forwarded to your administrative officer or servicing Personnel Support Detachment for electronic transmission to the retirement section at PERS-822/272 9-12 months in advance of requested retirement month.



Medical Service Corps

Remember change is constant. Well, there is a lot of change going on at the Medical Service Corps Assignment Branch (PERS-4415I and 4415J) this fiscal year. Not only are we moving to Millington, but we are encountering a complete turnover in staffing.

First, we want to make sure you are aware of the importance of getting a copy of your Personnel Summary Record (PSR) and your Officer Microfiche. If you are going before a Promotion or DUINS board in FY99 or FY00 and you are missing items like your picture, a FITREP or an award, you need to get this information into your record and to the board. You can do this by sending a letter with the missing items to the President of your board prior to the convening date. Do not rely on the information to be automatically updated in your record during this time of move and transition.

You can request a copy of your PSR or Microfiche by writing: Bureau of Naval Personnel, PERS 313C1 PSR, 2 Navy Annex, Washington, DC 20370-3313 or fax your request to 703-614-8882.

All FY99 board dates have been accelerated. The O-6 board will convene 03 February 1998, the O-5 board will convene 14 April 1998, the O-4 board on 05 May 1998 and the O-3 board will convene on 11 August 1998. Take the time to keep yourself competitive and ensure the board has all your information.

Next, we want to make you aware of our changing staff. The Senior HCS detailer CAPT Stan Garn is leaving to take over as OIC, Branch Medical Clinic Capodichino, Naples, Italy. He will be relieved in May by CAPT (Sel) Ken Meredith arriving from Defense Personnel Support Center in Philadelphia. LCDR Ben Feril, HCS

detailer is also leaving. He will be going to Marine Corps Command and Staff College in Quantico, Virginia. His relief, LCDR Michael Anaya is moving from the BUPERS Placement Office and will take over in May.

CAPT Hugh Sullivan, the Senior HCA detailer is moving on to the U. S. Central Command in Tampa, Florida. His relief, CAPT (Sel) Richard Fletcher, will take over in March as the Senior HCA detailer. He is currently with the First Marine Expeditionary Force at Camp Pendelton. LCDR Roland Arellano, Junior HCA detailer will be leaving us as well. He is going to U. S. Navy Central Command in Tampa, Florida. His replacement, LT Anne Swap, Executive Assistant for the Chief of the Medical Service Corps, will take over in May.

Do not despair, continuity will remain. Both order writers, HM2 Wetzel and HM2 Buckman will be

moving to Millington with the PERS-4415I and 4415J codes.

Telephone numbers and e-mail addresses for the Memphis offices are not yet available. Watch the BUMED and BUPERS Homepage and the *Perspective* for the new numbers. We will get this information out as soon as it is available. Also check the Homepage for all BUPERS move information.

Farewell. Join us in bidding "Fair Winds and Following Seas" to CAPT Garn, CAPT Sullivan, LCDR Feril and LCDR Arellano and a "Welcome Aboard" to CAPT (Sel) Meredith, CAPT (Sel) Fletcher, LCDR Anaya and LT Swap.

Final Reminder. CHECK YOUR PSR AND MICROFICHE and ensure the updated information gets to the board prior to its convening date.

O JAG Corps {PERS-4416}

**DSN 221-9830; (703) 325-9830;
fax: (703) 325-7429**



Voice mail box extensions:

CAPT Stevens - X 6101	CDR Crawford- X 6102
LCDR Tuider - X 6107	LCDR Luster - X 6103
LCDR Price - X 6109	

Temple Law School LL.M.

In Trial Advocacy. The JAG Corps' newest postgraduate program is off to a superb start. This LL.M. was an initiative developed and sponsored by the Military Personnel Division (Code 61) to enhance the trial advocacy skills of our Navy judge advocates. The Temple Law School LL.M. in Trial Advocacy is a one-year program, with a standard 3 year payback requirement, designed to develop courtroom and litigation skills of attorneys. Trial lawyers, law professors, and communications experts provide instruction and training in all phases of criminal and civil litigation. Courses are devoted to advanced evidence, trial theory, pretrial strategy and decision-making, nonverbal communication, oral argu-

ment, and witness preparation and examination. The curriculum emphasizes individual practical performances, with each student trying several complete jury trials during the course of the academic year. The program also hones the trial skills of the student through frequent exercises in all aspects of the trial process.

Navy judge advocates selected for the Temple LL.M. program also serve as Special Assistant U. S. Attorneys for the Eastern District of Pennsylvania in Philadelphia. As a Special Assistant, you will carry a nearly full case load which includes prosecutions involving fraud, embezzlement, weapons, drugs, and environmental crimes. You will have the opportunity to argue cases before the federal grand jury, the District for Eastern District of Pennsylvania, and the Third Circuit Court of Appeals. You will also work with federal law enforcement agents from the early stages of investigations through the trial and sentencing phases.

Classes for this program begin in May of each year. Judge advocates selected for this program can generally expect to serve their utilization tour at a large Naval Legal Service Office or Trial Service Office. Of-

Officers interested in pursuing the Trial Advocacy Program should indicate their postgraduate preference on JAG Corps Officer Preference And Personal Information Card (NAVJAG 5808/8). For further information, contact the PG Program Manager, CDR(Sel) Bob Tuider, OJAG (Code 61), DSN 221-9830, or (703) 325-9830, e-mail TuiderRJ@Jag.navy.mil.

Communicating with Boards. Each officer eligible for consideration for promotion or continuation by a selection board may communicate with the selection board. This is also true for non-statutory boards such as the PG Selection Board and TAP Boards. Correspondence must arrive no later than the convening date of the board. The officer's written communication may include, as enclosures, correspondence from any individual concerning the eligible officer. Correspondence not originated by the eligible officer, including endorsements to the officer's letter and letters written on behalf of that officer, must contain a written acknowledgment by the eligible officer that they desire such correspondence be presented to the board. Correspondence without such an acknowledgment is considered third party correspondence and will be returned. Concerned officers are STRONGLY encouraged

○ TAR {PERS-4417}

DSN 224-8386/7/8

commercial (703) 614-8386/7/8

fax: (703) 614-4047

Surface TAR Opportunities

Billets 101. The TAR community is composed of approximately 1730 billets funded by the RPN appropriation for Naval Reserve officers. These billets are identified by a functional area code (FAC) of T, for TAR officer or E for either USN, USNR, or USNR TAR officer assignment. Surface designated officers are eligible to be assigned to approximately 818 of these billets.

Billets are coded by designator and rank. Additionally, some billets require an officer to be coded with a specific subspecialty prior to assignment.

Officers assigned to sea billets are assigned by preference and performance in a particular warfare area. In order to maintain the required dual career path within the community, some operational assignments to USN billets are required as dictated by the needs of the Navy. Surface Reserve Force ships and hardware units including Mobile Inshore Undersea Warfare activities are type commander assets with USN, USNR, and TAR

to submit such matters in a timely manner to allow sufficient processing time. MILPERSMAN 2220110 refers.

Postgraduate Education Selection Board. The JAGC Postgraduate (PG) Education Selection Board will convene in July 1998. The records of the following officers will be automatically considered by the selection board:

All LTs selected for augmentation;

a. All augmented LTs; and

b. All USN LCDRs who have not been selected or failed to select to CDR.

It is not too early to review your microfiche record and ensure that it is up-to-date. Critical items for inclusion are a complete legible law school transcript and a recent official photograph. Competition for selection to PG School will be keen. As with all selection boards, it is important your microfiche is 100% complete. Do not let an inaccurate or incomplete record stand between you and selection to PG school. Officers who desire to submit supplemental matters to the Board may do so by sending them to the President, FY99 JAGC Postgraduate Selection Board. r

Officers assigned.

TAR officers assigned ashore should be serving in any of a myriad of career enhancing Reserve Management billets including Reserve Center Commanding Officer, Readiness Command Staffs, Reserve Cognizant Officer (R-COG), major Reserve Force Staffs or Reserve Operational Staffs. Performance in these demanding shore assignments, coupled with sea assignments of increasing responsibility, provides a clear path to success within the community.

Reserve Cognizance Officers (R-COGs). The R-COG is the principal Reserve advisor on a major staff or in a CNO directorate. Assigned to a major USN Staff, the R-COG: ensures continued Naval Reserve support of the combatant commander; provides full-time training and management of assigned Reservists; optimizes the effectiveness of the Navy total force through mobilization augmentation planning; manages readiness of the Naval Reserve for mobilization or peacetime support of active forces; and facilitates Navy access to Naval Reserve assets.

Acting as a conduit between Reserve assets and active requirements, the R-COG defines the need of the active component and coordinates augmentation and support from our Reserve Force.

Continued on pg 36

○ Fleet Support {PERS-4419}

DSN 224-3515;

Commercial (703) 614-3515

fax: (703) 614-4047

Fleet Support Community “shaping”: a work in progress. Establishment of the Fleet Support community brought with it the creation of our first-ever billet base and “targeted” shape. Our transition to both was planned to be a process not an event, thus it is taking some time. Now three years into that process we are aggressively moving toward our goal established from the outset of approximately 280 CDRs to meet billet base requirements. This is important because future promotions to CDR are dependent on the number of CDR vacancies relative to billet requirements. In excess of requirements at CDR since our redesignation, we have now taken advantage of TERA to generate vacancies supportive of a sound promotion flow. Previously excluded from SER in recognition of our transition, it is now time to actively participate in future SER considerations if needed. We will use all shaping tools available to continue the “process” of our transition.

Naval Postgraduate School. Screening of records for FY99 graduate education programs will be done in June 1998. Officers with PRDs in FY99 who are interested in graduate education should submit a written request to their detailer not later than 22 May. Requests should include APC, core competency, and top three curriculum choices. Qualifying APCs must be held prior to submission. Career potential, outstanding performance, time-in-grade, core competency development, and academic background will be some of the considerations in determining tentative selectees. Tentative selectees will be nominated for respective curricula as appropriate. Final selection will be based upon quota availability and acceptance by the Graduate Education Program Placement Office.

The Detailing Process Step 2—the discussions begin. In the November/December issue we related the importance of Fleet Support officers filling 1700 coded billets and how billets are allocated. So, now what? If you are within 12 months of your PRD it's time to start discussing your next assignment. What's significant about 12 months? Placement officers post available billets no more than 12 months before the

incumbent's PRD. And billets are routinely posted less than 12 months before the PRD. Frequently, extensions and separation requests change what billets are really available. Your options for assignment start with **available billets**. With these in mind your detailer will guide you through discussions on career development issues to identify the appropriate options for you.

In evaluating a possible assignment, you should consider skills you will be developing in preparation to serve in Fleet Support specialty billets at the next higher grade. Look for those assignments which take you out of your comfort zone as you stretch to develop your expertise across your core competency. And note that Fleet Support billets are at locations worldwide with small numbers in fleet concentration areas. XO and command billets are particularly limited which demands great flexibility on your part.

When available, points of contact for prospective billets will be provided as sources of additional information. Realize that in any contact with prospective commands you are making an impression. Make sure it is a favorable one! When you have made a tentative decision, you can be “penciled in” for a potential assignment. This action temporarily holds an assignment to assist you while you discuss the assignment with your spouse, contact the command etc. It cannot be used to indefinitely hold a billet while “shopping around.” When you have decided on one of the options provided, the official proposal process begins. To be continued

Move to Memphis. Now that 1998 is here, the 1700 detailing shop is stepping up planning for the Navy Personnel Command's move to Memphis this summer. We are excited about the opportunity to work with new computer systems and data bases. But, new PCs and a new location are not the only changes in our operation. Currently four 1700 detailers (down recently from five) handle career planning and assignments for the 1600+ Fleet Support officers. In Memphis we will decrease that number to three detailers. Additionally, our selection board sponsorship has increased from one to three. Each board requires extensive preparation time and the presence of all our detailers in selection board spaces for extended periods of time. So you can see we will be challenged to continue to provide good customer response with reduced resources and increased responsibilities. We rely upon your patience and understanding. In the next *Perspective* we will announce how detailing responsibilities will be divided and introduce the new detailers. r

O LDO/CWO Picture – "Mustang News"

{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189



New CWO3s and CWO4s.

Congratulations to those officers selected for promotion to CWO3 and CWO4 from the FY98 Active Chief Warrant Officer Selection Board. We had a total of 187 officers selected for CWO3 and 151 for CWO4 respectively.

In the "above" and "below" zone categories for CWO3, 9 of 39 eligible officers were selected "above zone" and 2 of 168 eligible for "below zone"—a Surface Ordnance Technician (7161) and Aviation Electronics Technician (7381). For CWO4, 14 of 36 eligible officers were selected "above zone" and 4 of 266 eligible officers for "below zone"—a Surface Ordnance Technician (7161), Surface Boatswain (711X), and two Food Service Officers (7521). "Bravo Zulu" to all!

Prior to the release of the ALNAV selection list, our office and many of the detailers were flooded with phone calls and electronic mail from disgruntled chief warrant officers asking why it was taking so long in getting the results out. Ladies and gentlemen, the review process for selection boards after adjournment averages about four months for all promotion boards. It is a process which is not controlled by the detailers or community managers. It is also a process which is governed by law and held in the strictest confidentiality for the protection of all concerned. While we certainly un-

derstand and share your frustration, it does little good for you or us to flood our desks with requests for information. Since we are not privileged to specific information on where the list is at any given moment in the process, why it is being delayed, when SECNAV will actually approve and sign the ALNAV, etc., it only makes you more frustrated when we are not able to provide you with the answer you seek and it further detracts from our ability to do our jobs.

There is some good news. We have been successful in getting future CWO3/4 selection boards moved up to June vice September each year with the next board convening 1 June 98. Because there are so many statutory and administrative boards conducted each year, we were very fortunate in being able to do this. Bottom line, please be patient and look for the ALNAV announcing the results.

We're on the WEB! Thanks to the hard work of LT Scott Lyons (former Assistant LDO/CWO Community Manager), we finally have an LDO/CWO Community Homepage. There are actually two "homepages," which we are trying to correct. To get to the most current homepage, type in <http://www.bupers.navy.mil>. Once there, select "Services" and scroll down to Pers-211L. You will find a wealth of information on our programs, advice for enlisted personnel who desire to apply for LDO or CWO, promotion results, retirement laws, promotion zones, and a very FIRST for the community, a complete directory of all LDOs and CWOs by designa-

tor providing their location, projected rotation date, date of rank, etc. The directory is in Excel and must be saved to a file before you can download. Again, the credit goes to Scottie. Well done, shipmate.

New Assistant LDO/CWO Community Manager. LT Brian Bodoh (pronounced "BOAT - TOE") relieved LT Scott Lyons as the Assistant Community Manager. LT Bodoh recently reported from Naval Attache duty in London. Prior to London, Brian was assigned to USS CONSTELLATION (CV-64). LT Lyons has since transferred to the CNPC in Millington, TN.

FY99 In-Service Active LDO/CWO Selection Board. The board convened 20 January 1998. By the time you read this article, the results will be released. You will see that we had a good year for both LDOs and CWOs—a total of 453 new officers. What is disappointing though is the decline in applications that we received for the FY99 board, only 3,909 applications. Our historic average is 4,605 applications.

When applications are down, selection opportunities go up, but there is also a potential decline in "quality." This is not to say or infer that those applicants selected this year were not the "quality" that we were looking for. They certainly were or we wouldn't have selected them. But, the more applications we receive, the greater our chances of selecting only the very "best of the best."

Please continue your efforts in advertising and recruiting for our great programs. We can provide you with briefing material and slides should you so desire via e-mail.

CDR Jerry Hart and
LT Brian Bodoh,
LDO/CWO Community Managers
(N131L/PERS-211L)

Future Boards

Type	Convenes	Adjourns
Active O-4 Line	6 April 1998	24 April 1998
Active O-4 Staff	6 April 1998	17 April 1998
Surface Dept Head	4 May 1998	8 May 1998
LDO Continuation	6 May 1998	8 May 1998
Active CWO3/CWO4	1 June 1998	5 June 1998
Aviation Major Cmd	8 June 1998	12 June 1998
Active O-3 Line	20 July 1998	24 July 1998
Active O-3 Staff	20 July 1998	31 July 1998

TAR continued from pg 33

Sample staff assignments are as follows:

- Joint Chiefs of Staff
- Chief of Naval Operations (N2, N6, N42, N85, N86)
- Commander In Chief Atlantic/Pacific Fleets
- Commander In Chief U.S. Naval Forces Europe
- Commander Naval Surface Force Atlantic/Pacific
- Commander Sixth/Seventh Fleets
- Commander Submarine Atlantic/Pacific Fleets
- Commander U.S. Naval Forces Central Command
- Employer Support of the Guard and Reserve
- National Security Agency
- Naval Sea Systems Command
- Naval Special Warfare Command
- ASN Naval Reserve Affairs
- U.S. Space Command
- U.S. Transportation Command

CAPT's and CDRs with a strong record of performance in both operational and Reserve Management tours are candidates for assignment to these demanding positions.

Downstream Billets Available April - August 1998

Rank	Activity	Billet	Location
CDR	NMCRRC Albany	CDR/CO Shore Act	New York
LCDR	NMCRRC Youngstown	CDR/CO Shore Act	Ohio
LCDR	NRRRCR 4 Ft Dix	ED/TRA/Plans	New Jersey
LCDR	COMCR 2	Staff Liaison	Ingleside
LCDR	BUPERS	Branch Head	Millington
LCDR	COMNAVFOR	TRNG/Rsrve coord	Korea
LT	NSA New Orleans	Surface Operations	New Orleans

BUPERS Directory

For e-mail address, replace xxx with listed PERS-code:
example – to e-mail the aviation junior officer VF detailer:

pxxx@bupers.navy.mil
p432g@bupers.navy.mil
* indicates no e-mail available

PERS-code	Position	Incumbent	DSN	Commercial	Ext
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Perspective and Link Magazines

451E	Managing Editor, Perspective and Link Magazines	LT Zip	223-3034	(703) 693-3034	
451E1	Editor, Link	JOC(SW) Briggs	223-3079	(703) 693-3079	

BUPERS Access / IVR and BUPERS Homepage Technical Support

455E	BUPERS Access / IVR Technical Support	DP1 Richardson	224-8083	(703) 614-8083	
	BUPERS Access Data Personal Account			1-800-346-0217	
	BUPERS Access Data Command Representative Account			1-800-762-8567	
	Interactive Voice Response (IVR)			1-800-951-NAVY	
1023	BUPERS Home Page Technical Support	DPC Reese	225-5895	(703) 695-5895	
	BUPERS Home Page e-mail address	http://www.navy.mil/homepages/bupers			

Personnel Policy Advisors

203D	Personnel Exchange Program (PEP) Advisor	LCDR Hunter	224-5393	(703) 614-5393	
2MM	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761	
2WW	Women in the Navy Advisor (e-mail p00W@bupers.navy.mil)	CAPT Long	225-9385	(703) 695-9385	

Aviation TAR

Aviation Selection Boards. Dates for this year's Aviation Selection Boards have been set. The OIC board is scheduled to convene on 18 May 1998. LCDRs projected to be in-zone for CDR on the FY99-2001 boards will be considered. Projecting promotion zones is more art than science and all LCDRs in promotion groups FY96 and senior will be considered. The junior officer in-zone is LCDR Thomas Luscher, DOR 1 SEP 96. **LCDRs remain in-zone for OIC until the year they first come into zone for promotion to CDR.**

The projected quota plan for this year, with projected fleet-up dates is:

VR 54 (JUL 98)	VR 56 (JUL 98)	VR 46 (APR 99)	VR 59 (AUG 99)	VR 48 (OCT 99)	VAQ 209 (FEB 00)
VFA 201 (JUN 99)	VFA 204 (NOV 99)	VFC 13 (MAR 99)	VP 92 (JAN 99)	VQ 11 (APR 99)	VP 62 (JUL 99)
VP 64 (NOV 99)	HM 15 (MAY 00)	HSL 94 (JUN 99)	5 (JUL 99)	HS 75 (MAY 99)	HCS

The Aviation CDR Command Board is scheduled to convene 6 Jul 1998. Officers in-zone for the FY99 CDR Board and CDRs selected off the FY97-98 boards will be considered.

The Summer TAR Transfer/Redesignation Board is scheduled to convene on 15 Jun 98. This board will select officers to fill the remaining quotas from the FY98 TAR Officer Accession Plan. Expect the NAVADMIN announcing the board to be released in early Apr 1998. *Microfiche and PSR review is strongly recommended for all officers going before any of the above boards.*

N123J	Joint Policy Advisor	LCDR Grace	225-3616	(703) 695-3616
45J	Director (e-mail p45j@bupers.navy.mil)	CDR Johnson	223-2345	(703) 693-2345
45J1	JPME Phase II Quota Control	Vacant	223-2048	(703) 693-2048
45J2	JDAMIS	LT Kelliher	224-2312	(703) 693-2312
N123C	TAD/Joint Operations Assignments Advisor	CDR Terrell	223-2948	(703) 693-2948
N123C1	TAD Assistant	LT Mulligan	223-1192	(703) 693-1192
61	Director, Equal Opportunity Division	CAPT Stafford	224-2007	(703) 614-2007
61B	Deputy Director	CDR Olmo	225-2860	(703) 695-2860
611	Navy Affirmative Action Plans Advisor	LCDR Haeg	225-2651	(703) 695-2651
613	Sexual Harassment/CMEO Advisor	LCDR Imgrund	225-2824	(703) 695-2824
614A	Minority Affairs Advisor	CDR Olmo	224-1190	(703) 614-1190
614B	Minority Affairs Advisor	LCDR Burke	224-2008	(703) 614-2008

Microfiche, PSR, Selection Boards, Fitness Reports, ODC Support

* 313D	Microfiche & PSR Ordering fax ordering	LT Stauffer	224-3654 224-8882	(703) 614-3654 (703) 614-8882
* 321	Selection Board Support	LCDR Bertelsen	224-3105	(703) 614-3105
* 312C2	FITREP/EVAL Support and FITREP/EVAL Selection Board Support	Customer Service	224-1132	(703) 614-1132
* 1031D1	Officer Data Card (ODC) Support (updates to Front Page PSR)	Ms Jones	224-5188	(703) 614-5188

Inservice Procurement and Transfer Division

25/81	Director	CDR Wessel	224-3887	(703) 614-3887
251/811	Head, Inservice Procurement/Transfer Branch	LT Green	224-1193	(703) 614-1193
252/812	Head, Officer Recall	LCDR Simmons	224-2825	(703) 614-2825
253/813	Head, Officer Separations	LT Bischeri	223-2206	(703) 693-2206
* 253B/813B	Officer Involuntary Separations	PNC Estella	224-2894	(703) 614-2894

Officer Promotions Division

85	Director	CDR Stewart	224-2725	(703) 614-2725
85A	Admin Officer	LT Corley	224-2725	(703) 614-2725
85C	Officer Special Board Coordinator	LT Crawford	224-2725	(703) 614-2725
85L	Line Selection Board Liaison	LCDR Cook	224-2725	(703) 614-2725
85M	Staff Selection Board Liaison	LCDR Nathan	224-2725	(703) 614-2725
86	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8672	(202) 433-8691
86B	Deputy Director, Reserve Officer & Enlisted Promotions	CDR Nardella	288-8672	(202) 433-8676
861	Head, Reserve Officer Promotions and Appointments	LCDR Price	288-8673	(202) 433-8674

Retirements Division

27/82	Director	CDR Connery	223-7997	(703) 693-7997
27B/82B	Dep Director	Mr. Lewis	223-7994	(703) 693-7994
271/821	Head, LIMDU/Disability Retirement	LTJG Gaston	224-1116	(703) 614-1116
272/822	Head, Officer Retirement	CWO4 Abrams	223-7998	(703) 693-7998

Officer Community Management (OCM) and Career Planning Division

21/N131	Director	CAPT Durgin	223-2301	(703) 693-2301
21B/N131B	Head, OCM	CAPT Willson	223-2303	(703) 693-2303
211C/N131	Chaplain Corps OCM	CAPT Magness	224-4438	(703) 614-4438
211D/N131	AED/AMD OCM	CAPT Benn	224-4869	(703) 614-4869
211E/N131	Engineering Duty OCM	CAPT Rau	223-1231	(703) 693-1231
211F/N131	Special Warfare OCM	CDR Campion	224-8327	(703) 614-8327
211G/N131G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H/N131H	Special Operations OCM	CDR Windhorst	224-8328	(703) 614-8328
211I/N131I	Intelligence OCM	CAPT Saia	224-3072	(703) 614-3072
211J/N131J	JAG Corps OCM	CAPT Stevens	221-9830	(703) 325-9830
211K/N131K	CEC OCM (e-mail p4413@bupers.navy.mil)	CAPT Surash	224-3635	(703) 614-3635
211L/N131L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1/N131L1	Assistant LDO/CWO OCM	LT Bodoh	223-2310	(703) 693-2310
211M/N131M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2/N131M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3/N131M3	Medical Service Corps/Dental Corps OCM	CDR Boman	223-2327	(703) 693-2327
211M4/N131M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5/N131M	Nurse Corps OCM	CDR Bashford	223-2326	(703) 693-2326
211N/N131	Submarine OCM	CAPT Lawson	225-3734	(703) 695-3734
211O	METOC OCM	CAPT Swayko	224-0520	(703) 614-0520

211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CDR MacDougall	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Turk	224-3471	(703) 614-3471
211V	Aviation OCM	LCDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Belcher	223-2340	(703) 693-2340
213D	Graduate Ed & Subspecialty Management	Ms. Poindexter	224-4933	(703) 614-4933
213E	Command Plan Analyst	CDR(Sel) Ostlund	225-6408	(703) 695-6408
214	TAR OCM (e-mail p921c@bupers.navy.mil)	CDR Wright	223-2316	(703) 693-2316

Surface Officer Distribution Division

41	Director/CAPT Assignment	CAPT Doud	224-8341	(703) 614-8341
41B	Deputy Director	CDR Grause	224-8341	(703) 614-8341
41A	Assistant for CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
41B	Assistant for Nuclear Assignment	CAPT(Sel) Janikowsky	225-4330	(703) 695-4330
410/11	Head, CDR/LCDR Assignment	CAPT(Sel) MacKercher	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Fierro	224-3679	(703) 614-3679
411	YG85 & Senior	LCDR Delaney	224-2270	(703) 614-2270
411A	YG86 & Junior	CDR Griner	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412A/B	Sea/Shore Coordinator	LCDR Matawitz	224-3831	(703) 614-3831
412S	Second Tour Dept Head	LCDR Johnson	224-3831	(703) 614-3831
4128	First Tour Dept Head	LCDR Thebaud	224-3831	(703) 614-3831
4122	Second Tour Division Officer	LT Doyon	224-3831	(703) 614-3831
4121	Second Tour Division Officer	LT Wylie	224-3831	(703) 614-3831
412I	Initial Assignment	LT Cash	224-3831	(703) 614-3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CCDG Staffs, CNSL/CNSP Staffs	CDR Landolt	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	CDR Skardon	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/PC/USNS/Trng/MW	LCDR Shock	223-1983	(703) 693-1983
413F	Amphibious Ships and Staffs	LCDR Zalamea	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment/Admin	CDR Williamson	223-1953	(703) 693-1953
414B	Ord/OpTech/ADP/Deck	LCDR Roxbury	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	CDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	CDR Windhorst	224-8328	(703) 614-8328

Submarine / Nuclear Power Officer Distribution Division

42	Director/CAPT Assignment	CAPT Talbot	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT(sel) Hendrickson	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	CDR Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Childs	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/NOIP Coord	LT Brown	225-4331	(703) 695-4331
421E	Accessions/Resignations	LT Nosse	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	CDR Downs	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Hill	225-1240	(703) 695-1240
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Distribution	CAPT(Sel) Janikowsky	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192

Aviation Officer Distribution Division

43	Director/CAPT Assignment	CAPT Fahy	224-8356	(703) 614-8356
43B	Deputy Director	CDR Evans	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Bartkoski	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Sloan	224-8712	(703) 614-8712

431	Head, CDR Assignment	CDR Miller	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Munoz	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR McCormack	224-8077	(703) 614-8077
432	Head, LCDR/Junior Officer Assignment	CDR Malinak	224-8708	(703) 614-8708
432C	Shore Coordinator	LCDR Steele	224-8708	(703) 614-8708
432D	Resignation/RAD/Retention	LT Sloan	224-8712	(703) 614-8712
432E	VAW/Warfare Transition	LT Blackmon	224-8708	(703) 614-8708
432F	VFA	LCDR White	224-8708	(703) 614-8708
432G	VF	LT O'Dowd	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Lupton	224-8708	(703) 614-8708
432I	VP (Shore)	LT Vassilakis	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Barnett	224-8708	(703) 614-8708
432K	VAM/VAQ	LCDR Hinkley	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ewing	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Johnson	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Cole	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Smithyman	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Coughlin	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Ariza	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LT Foster	224-8708	(703) 614-8708
432U	VQ/Force Sup Prop	LCDR Doster	224-8708	(703) 614-8708
432Z	General Aviation	LT Cole	224-8708	(703) 614-8708
433	Head, Air Combat Placement	CDR Mostert	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Kelley	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Andrews	224-4344	(703) 614-4344
433D	VP/TSC/VXE-6	LCDR Johnson, W.	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Buck	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Tappan	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Menah	224-4345	(703) 614-4345

Restricted Line / Staff Corps Officer Distribution and Special Placement Division

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Flag Aide Placement	Mr. Jackson	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
440	Head, Professional Education/Subspecialties	LCDR Billingsley	223-1220	(703) 693-1220
440B	Graduate Education Placement	LT Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Bradford-Crane	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Clark	223-0002	(703) 693-0002
441A	JCS/OSD Admin	LT Stone/LT Florence	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	Asst. Head/Korea/Japan	LCDR Strange	224-8484	(703) 614-8484
442C	FAO/PEP/FMS	LT Druckenmiller	224-8482	(703) 614-8482
444E	Head, NAVSEA	CDR Threlkeld/LCDR Billingsley	224-4918	(703) 614-4918
444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	LCDR Fox/LCDR Tibbetts	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM/CNET	CDR(Sel) Harned	225-5779	(703) 695-5779
444B	NAS/CNRC/SAF/NS	LCDR Batchelder	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG/PASS	Ms Henderson	224-4916	(703) 614-4916
445	Head, Engineering Duty Assignment	CAPT Rau	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Petersen	224-1232	(703) 614-1232
446	Head, AED/AMD Assignment	CAPT Milton	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Cleveland	224-4869	(703) 614-4869
446	Tar Community Manager	CDR Smith	224-4869	(703) 614-4869
	AEDO Career Manager	LCDR Snaza	664-6033	(703) 604-6033 ext 2255
	AMDO Career Manager	LCDR Disano	664-6033	(703) 604-6033 ext 2256
447	Acquisition Professional (AP) Advisor	CAPT Brown/CAPT Kreutner	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708
448B	Assistant PAO Detailer	LCDR Merrell	224-2708	(703) 614-2708

449	Head, METOC Assignment	CAPT(Sel) Lawson	224-0520	(703) 614-0520	
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521	
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402	
4410B	JO Detailer	LCDR Pollard	224-3403	(703) 614-3403	
4410C	LDO/CWO/New Accessions	LT Wilcox	224-3404	(703) 614-3404	
4411	Head, Intelligence Assignment	CAPT Saia	224-3072	(703) 614-3072	
4411A	LT & Below Detailer	LCDR Kohler	224-3072	(703) 614-3072	
4411B	Intelligence Placement	LCDR Hughes	224-3072	(703) 614-3072	
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072	
4412O	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Walton	224-2862	(703) 614-2862	
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2822	(703) 614-2822	
4412R	Special Assistant	LCDR Morgan	224-2865	(703) 614-2865	
4412B	Head, Shore Station Detailer	CDR Traaen	224-0915	(703) 614-0915	
4412C	Head, Sea Overseas Detailer	CDR Callan	224-0917	(703) 614-0917	
4412I	LT/LTJG Shore Detailer	LT Dyson	224-0913	(703) 614-0913	
4412G	ENS/CWO Sea and Overseas Detailer	LT Irwin	224-0919	(703) 614-0919	
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916	
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Hathcock	224-2811	(703) 614-2811	
4412XA	Placement Asst.	SH2 Kilbourne	224-0916	(703) 614-0916	
4412Y	Admin Officer	LT Kerry Pearson	225-6320	(703) 695-6320	
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471	
4413	Head, CEC Assignment	CAPT Surash	224-3635	(703) 614-3635	
4413A	LCDR Detailer	CDR Ashley	224-3635	(703) 614-3635	
4413B	Billets/NAVFAC Placement/ANCECO	LCDR Corando	224-3635	(703) 614-3635	
4413C	LTJG/ENS/CWO Detailer	LT Collins	223-1203	(703) 693-1203	
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635	
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635	
4414	Head, Chaplain Assignment	CAPT Cooper	225-4355	(703) 695-4355	
4414D	Assistant Head	CDR MacNew	224-4363	(703) 695-4363	
4414E	Assistant Head	CDR Elkin	224-4415	(703) 695-4415	
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073	
4415A	Assistant Head	CAPT(Sel) Younger	225-7073	(703) 695-7073	
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837	
4415D	Overseas, Ops and USMC Placement	LCDR Anaya/LCDR Downs	225-5837	(703) 695-5837	
4415F	East Coast Claimancy 18 Placement	LCDR Brown	225-5837	(703) 695-5837	
4415T	West Coast Claimancy 18/Washington HQ Placement	Vacant	225-5837	(703) 695-5837	
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960	
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960	
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960	
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960	
4415N	Non-Surgical Spec MC Assignment	CAPT(Sel) Nathan	225-7960	(703) 695-7960	
4415G	Head, Dental Corps Assignment	CAPT Seder	225-9101	(703) 695-9101	
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101	
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004	
4415JA	Applied Science Assignment	LCDR Feril/LCDR Anaya	225-9004	(703) 695-9004	
4415I	HCA MSC Assignment LCDR and above	CAPT(Sel) Fletcher	225-9005	(703) 695-9005	
4415IA	HCA MSC Assignment ENS-LT	LCDR Arellano	225-9005	(703) 695-9005	
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703	
4415V	LCDR Nurse Corps Assignment	CAPT(Sel) Boechler	225-7703	(703) 695-7703	
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703	
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703	
* 4416	Head, JAG Corps Assignment	CAPT Stevens	221-9830	(703) 325-9830	ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Crawford	221-9830	(703) 325-9830	ext 6102
* 4416C	LCDR Assignment	CDR(Sel) Tuider	221-9830	(703) 325-9830	ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Luster	221-9830	(703) 325-9830	ext 6103
* 4416E	Accessions/Retention	LCDR Price	221-9830	(703) 325-9830	ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386	
4417B	Surface TAR Officer Assignment	CAPT Marlowe	224-8386	(703) 614-8386	
4417C	Aviation TAR Officer Placement	CDR Boening	224-8387	(703) 614-8387	
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388	
4417E/4411C	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072	
4417F	Fleet Support TAR Officer Assignment	LCDR Isgrig	224-3515	(703) 614-3515	
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515	
4419A	Assistant Head	CDR Dubuque	224-3515	(703) 614-3515	
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515	
4419D	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515	

The Reference Page – Record Management

O **Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year. Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C)
2 Navy Annex
Washington DC, 20370-3130

O **Fitness reports.** If you are missing a fitness report from your microfiche or PSR send a copy to:

Bureau of Naval Personnel (PERS-322)
2 Navy Annex
Washington DC, 20370-3220

For questions call DSN 224-1196/2476 or (703) 614-1196/2476.

O **Performance Summary Record (PSR).** You may order your PSR by writing or faxing:

Bureau of Naval Personnel
PERS 313C1 PSR
2 Navy Annex
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, fax (703) 614-8882.

O **Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Send written requests to:

Bureau of Naval Personnel (PERS-313D)
2 Navy Annex
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, or fax (703) 614-8882. O **Officer Data Card (ODC).** You may request an Officer Data Card by writing or faxing:

Bureau of Naval Personnel (PERS-1031D)
2 Navy Annex
Washington, D.C. 20370-1030

For questions call DSN 224-2213, (703) 614-2213, or fax (703) 614-5021

O **Medals.** If an award is missing from your PSR, send a copy of the signed citation to the Board of Decorations and Medals (after printing or typing your SSN in the upper right hand corner).

Navy Department Board of Decorations & Medals
N09B33
2000 Navy Pentagon
Washington, DC 20350-2000.

If an award is missing from the microfiche, again ensure your SSN is in the upper right hand corner and send the citation to PERS-313C1. Faxed citations are not acceptable for inclusion on the microfiche. Remember that only personal awards (NAMs, NCMs, etc.) are part of your official record. r

L A N D L I N E

Letters to the Editor

Background for Landline responses comes from cognizant offices in BUPERS. Your questions and comments are essential to issues deserving added emphasis or clarification. If you have a question or comment, please write to: Editor,*Perspective/Link*, Bureau of Naval Personnel, PERS-451E, 2 Navy Annex, Washington, DC 20370-4510

Include your name, SSN, and designator when writing, or call DSN 223-3034; commercial (703) 693-3034; or fax (703) 614-3380. *Please note that the above fax number is new.*

You can also send Internet e-mail to the editor at the following address: p451e@bupers.navy.mil

Distribution

Perspective distribution is by Standard Navy Distribution List (SNDL) and is one copy for every five officers permanently assigned. Distribution requests must include the information listed below. Precommissioning units should provide current manning. Once homeported, notify *Perspective* of new address and manning.

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Officers' Call

TAD Positions for Joint/UN/NATO Contingency Ops

Interested in an assignment that is proven to be both rewarding and a great professional learning experience?

Here is an opportunity to participate in and contribute to real world operations. N123C is charged with coordinating TAD support for Joint, UN and NATO operations such as Operation Joint Guard and Southern Watch. TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. If the timing is such, we can work with your detailer to make the TAD assignment an interim stop on your next set of PCS orders. Tax-free income, other special pays, and special recognition are often part of these professionally satisfying assignments.

Particular skills sought include Tacair aviators, aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR experts, Intelligence officers, PAOs, Supply Officers (particularly contracting experts with subspecialty code 1306), Photography Officers, Communication Officers, Submarine Officers, CEC Officers, TARPS analysts, and foreign language skills (particularly Russian speakers). Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or CDR Dick Terrell at DSN 224-1012/225-3748 or commercial (703) 614-1012/695-3748. You may fax us at DSN 224-2609 or commercial (703) 614-2609 or e-mail us at: n123c1@bupers.navy.mil

Go Navy Recruiting!

Are you looking forward to a challenging assignment where you get to work with people from every walk of life? Are you interested in working towards and completing a masters degree? Would you like to spend some time living in a city or town other than Norfolk, Jacksonville, or San Diego? Then take a look at a tour as a recruiter.

The Naval Recruiting Command is looking for above average performers from the Fleet to serve as Officer Recruiters and Enlisted Program Officers. Opportunities exist throughout all 50 states and territories. Your efforts with the high school and college students of today could have a significant impact on the Navy of the 21st century! Give your detailer a call and **Go Navy Recruiting!**

Apply for the Blue Angels

The United States Navy Flight Demonstration Squadron, Blue Angels, will select two demonstration pilots (USN), an Events Coordinator, a Marine C-130 pilot, and a Flight Surgeon for the 1999 team. Interested officers should submit applications per CNATRAININST 1307.4C no later than 30 April 1998. Final selections will be made in July 1998.

Applicants should be career-oriented, regular Navy or Marine Corps officers with the following specific qualifications:

- Demonstration pilot applicants must be a tactical jet pilots with 1500 hours of flight time. Navy applicants must be carrier qualified. Applicants are preferred to be rotating from sea duty or have been on shore duty for less than 12 months.
- Events Coordinator applicants must be designated as a Naval Flight Officer (NFO) either USN or USMC.
- Marine C-130 pilot applicants must have 1500 hours of flight time and hold a plane commander rating in the C-130.
- Flight Surgeon applicants must be a qualified Naval Flight Surgeon and be on or have completed a tour as a Naval Flight Surgeon.

Selectees will be approved by BUPERS/CMC prior to public notification. Navy pilot/NFO selectees will be required to remain on active duty for three years following completion of their Blue Angel tour.

All applications should be submitted to Commanding Officer, Navy Flight Demonstration Squadron, 390 San Carlos Rd. Suite A, Pensacola, FL 32508-5508 via current Commanding Officer with a copy to BUPERS (433B) and the applicant's detailer. Marine Corps personnel should send a copy to Headquarters, Marine Corps (Code AA).

For additional information, contact the Blue Angels Applicants Officer, LT Doug Verissimo in Pensacola at DSN 922-2583 or commercial (850) 452-2583, or in El Centro, CA (January through March) at DSN 958-8502 or commercial (760) 339-2502. Send correspondence to LT Verissimo at 390 San Carlos Rd. Suite A, Pensacola, FL 32508-5508.